

HEALTH AND SAFETY, ENVIRONMENT AND ENERGY POLICY

MISSION	DELIGHT OUR PLAYERS, POWER OUR BRANDS AND EMPOWER OUR PEOPLE
VISION	SHAPE THE FUTURE OF ENTERTAINMENT

VALUES



We lead with ambition and create sustainable impact



We invest in our growth and take opportunities to make a difference



We take responsibility, innovate with purpose and move at pace



We value every voice and combine our strengths as one team

For Flutter SEA, environmental protection, the promotion of energy efficiency and the health and safety of people are essential factors and objectives of primary importance in the conduct of business, in line with the Group's corporate values, codes of conduct and sustainability strategy.

This Policy, applicable to all Italian and foreign legal entities, in line with the regulations in force in the countries of reference, defines the company's commitment to the pursuit of these objectives.

The implementation and certification of the Environmental, Energy and Health and Safety Management Systems, in accordance with ISO 14001, 50001 and 45001 standards, respectively, and the implementation of the Integrated Policy, support the achievement of strategic objectives and stimulate staff involvement and process improvement.

Flutter SEA, through the Risk Based Approach, also constantly analyzes risks and identifies appropriate mitigation actions in order to achieve an acceptable level of residual risk.

In addition, it considers the effective application of the Integrated Management System and the continuous improvement of company performance a commitment and responsibility of the entire organization, calling on all personnel, of all levels and ranks, to comply with the principles contained in this Policy within the scope of their respective skills and responsibilities.

THE COMMITMENT OF FLUTTER SEA

The Health and Safety, Environment and Energy Policy defines the commitment of Flutter SEA to:

- to ensure safe, healthy, ergonomic and sustainable working environments, through compliance with applicable requirements, the adoption of appropriate organisational and technical solutions, the continuous improvement of working conditions, environmental performance and energy efficiency;
- increase the culture of environmental protection, including protection against pollution, protection of health and safety at work, energy efficiency and sustainable use of natural resources, through training, information and awareness-raising of staff for active and responsible participation in the implementation of the principles and the achievement of the objectives;
- manage activities in compliance with legal and regulatory requirements, as well as specific contractual agreements with the various stakeholders;
- conduct and manage activities with a view to preventing accidents, injuries, occupational diseases, environmental and energy events, promoting the timely reporting, by all personnel, of risk situations, non-conformities, near accidents and opportunities for improvement, in order to strengthen preventive supervision and continuous improvement of health performance, Safety, Environment and Energy;
- optimize business processes and the use of resources, in order to achieve the highest level of effectiveness and efficiency, respecting the health and safety of workers and with the utmost attention to the environment;
- safeguarding natural resources and promoting circular economy principles along the entire value chain, promoting the efficient use of resources, the prevention of waste production, the reuse, recycling and recovery of materials, contributing to the reduction of environmental impacts and the continuous improvement of environmental performance;
- pursue energy efficiency and the progressive reduction of greenhouse gas emissions along the value chain, in line with Flutter SEA's decarbonisation objectives, actively contributing to the Group's objectives, the objectives of the European Union and the Sustainable Development Goals of the United Nations 2030 Agenda (Sustainable Development Goals – SDGs);
- promote the responsible management of water resources, promoting the efficient use of water, the reduction of consumption and the adoption of behaviors and solutions aimed at protecting natural resources; constantly monitor processes, including through inspections, inspections and audits;
- involve its suppliers, customers and partners in a shared path aimed at promoting and maintaining behaviors consistent with this Policy, in a shared path oriented towards the protection of health and safety, environmental protection, energy efficiency and sustainability;
- define, report and review environmental, health, safety and energy objectives and related improvement programmes, ensuring the availability of information and resources for their pursuit;
- promote dialogue and discussion with all stakeholders, taking into account their requests and activating appropriate tools for participation and communication of the performance of company activities;

This Health and Safety, Environment and Energy Policy is updated periodically and is available to interested parties, the public and anyone who requests it, with a view to transparency and collaboration.

Milan,

Chief Executive Officer Flutter SEA

Roberto Di Fonzo

Firma elettronica apposta
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