



# Entain Group Health, Safety, Security and Well-being Policy Statement

## Our Policy

At Entain, we are committed to providing a safe work environment which promotes people's safety, security, health and well-being. It is our policy to ensure all colleagues work in a safe environment; feel healthy and supported at work and at home; and are secure in their places of work.

As a minimum, we will fulfil our legal obligations and other requirements in the countries where we operate and implement a standardised global management system in line with ISO 45001. Where no specific legislation exists, we will provide internal guidance based on best practice.

## Responsibilities & Accountability

Our CEO has overall accountability for Entain's Health, Safety, Security and Well-being performance, with the Chief Risk Officer responsible for the day-to-day running of each individual programme. However, while our leaders and managers can provide an overall framework in terms of the systems, procedures and training we need to manage and reduce risk, creating a safe and healthy working environment is a collective responsibility which starts with all of us.

### Entain will:

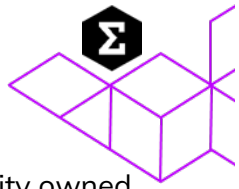
- Provide safe and healthy working conditions for the prevention of work-related injury and ill-health.
- Consider and reduce risk and eliminate hazards as part of our day-to-day decision making process
- Monitor and report our performance against clear objectives
- Promote safety leadership at all levels of our company to ensure a culture of psychological safety and that leaders role model our key safe behaviours;
- Continually improve our management systems, working practices and performance;
- Improve awareness through collaboration, communication and training; and
- Communicate and consult with our colleagues, customers and visitors.

### Colleagues must:

- Take personal responsibility for our own health, safety and well-being as well as that of our colleagues;
- Challenge and [report](#) unsafe acts and conditions;
- Contribute ideas to improve working practices where applicable;
- Follow all relevant policies and procedures; and
- Stop what we are doing and ask for help if we are unsure about a health, safety or well-being issue.

## Where can you go for help?

Further information about Health, Safety, Security and Well-being procedures can be found on the Health, Safety, Environment, Risk and Wellbeing [space](#) on Entain.me.



## Who does this policy apply to?

This policy applies to everyone working for, or on behalf of, Entain plc and its wholly or majority owned subsidiary companies and joint ventures, such as directors, employees, consultants or self-employed contractors.

We take breaches of our policies seriously. Failure to comply with this policy may result in disciplinary action.

**Policy Owner: CEO**

**Date: January 2024**

**Review Date: January 2025**

**Classification: Public**

**Tier: 1**