

CORPORATE RESPONSIBILITY

It is Tipico's ambition to be a socially responsible company. In line with our manifesto we are committed to being a respected corporate citizen. We understand corporate responsibility (CR) as a team-contest and that's why Tipico is embedding CR across all aspects of the company. This does not conflict with economic success: Tipico truly believes that acting as a responsible business will contribute to lasting economic success.

Tipico supports an integrated and groupwide unified approach to CR. The policy describes Tipico's commitment to its stakeholders and society at large. By including social, environmental and governance topics in the strategy, Tipico is able to support the community and gain competitive advantages as German market leader.

Joachim Baca
Chief Executive Officer, Tipico

THAT'S WHAT WINNERS LOOKS LIKE: OUR CR AMBASSADORS

To support this strategy, Tipico employees are given the opportunity to act as CR Ambassadors and thereby drive the development of our CR activities. CR Ambassadors consist of voluntary local representatives. Depending on size and demand, 2-3 voluntary CR Ambassador shall be designated per location. CR Ambassadors should:

- » have excellent insight into their local communities and are therefore well-positioned to identify worthy causes and help CR liaising with local communities
- » raise awareness in their location
- » support approved employee-driven charitable activities
- » support the practical execution of local volunteering

THERE IS NO FINAL WHISTLE

Tipico measures the CR efforts and publishes annual progress reports since 2019. Focusing on transparency, Tipico does not only follow the high standards of the Global Reporting Initiative but simultaneously aligns with the guidelines of the UN Global Compact.

The reporting helps to demonstrate progress along our CR strategy. Non-financial reporting topics and the respective information owners can be found in this [overview](#).

To play among the best, Tipico has conducted a [formal materiality analysis](#) to identify and prioritise fields that have the highest impact on its corporate responsibility performance. Relevance of material topics is reviewed annually.



EARNING THE TRUST PUT IN US: OUR CR COMMITMENT

COMPLIANCE: FOR ETHICAL BUSINESS PRACTICES

Tipico is a market leader in sports betting because of the trust of our customers. In the same vein it is our goal to be a trusted partner for regulatory authorities. Therefore, Tipico is committed to:

- » working against corruption in all its forms
- » continuously improving our framework for the prevention of money laundering
- » use modern and secure data protection technologies
- » supporting the protection of internationally proclaimed human rights

Tipico is continually reviewing policies and business practices to operating in a way that safeguards against unfair business practices. These high standards are directed in the [Tipico Ethics Codex](#).

RESPONSIBLE GAMING: MAXIMISE SPANNUNG AND TRUST

While for the majority betting is pure entertainment, some customers are vulnerable to developing gambling-related issues. It is therefore a focus for Tipico to create the safest betting environment – be it online or in our shops. Tipico is committed to:

- » effectively protecting minors and vulnerable players
- » continuously improving our player protection concept, that governs the approach beyond regulatory requirements
- » international best practices for responsible advertising

Tipico supports counselling providers in its core markets as well as leading researchers in the field of addiction prevention. Responsible gaming practices are directed in the [Tipico Responsible Gaming Policy](#).



DIVERSITY MATTERS: OUR EMPLOYEES

At Tipico uniqueness is key. Tipico has zero tolerance against discrimination or harassment. Instead, Tipico hires, promotes and rewards employees based on their merit, skills and capabilities. Tipico expects all employees to create a cooperative, fair and unprejudiced working atmosphere in line with our values. Above, Tipico commits to invest in its employees by:

- » applying fair labour practices. Tipico will not engage in forced or exploitive labour and requests partners to do the same
- » providing development opportunities which are aligned with individual and organizational needs
- » focusing on growing knowledge, skills, interpersonal communication, leadership and guaranteeing regular feedback sessions. E.g. through appropriate training budgets that are fair distributed across locations
- » supplying the necessary tools and resources to enable employees to execute their accountabilities

In order for each employee to achieve their personal and corporate goals, Tipico does not only invest in education and training but supports the health of employees by providing benefits such as health days or **supporting sport activities**.

ENHANCING SUSTAINABILITY: REDUCING ENVIRONMENTAL IMPACT

Cause we know that it matters, Tipico supports a precautionary approach and integrates environmental responsibilities and considerations into daily operations and business decision-making processes. The extensive process encompass:

- » measurement of environmental performance by use of **Global Reporting Initiative standards**
- » evaluation of environmental impacts of facilities and operations with a focus on implementing a continuous improvement process
- » efficient use of natural resources to minimize waste. Among other by allocating recycling possibilities, by managing and mitigating impact of harmful substances as defined by industry standards and by focussing on prevention of pollution
- » use of innovations and technologies to minimize atmospheric emissions
- » consideration of environmental indicators in purchasing processes

Tipico promotes awareness regarding **environmental guidelines** for employees and the public and requests all suppliers and contractors to follow the same high environmental standards.



OUR PASSION: COMMUNITY INVOLVEMENT

Tipico combines its ferventness for sports with the passion for social development. Be it by sport auctions, internal tournaments or charitable events, the Tipico values becomes visible by corporate actions for good causes. Among others by:

- » **charitable giving** and corporate projects
- » supporting active involvement in the communities through **volunteering and employee driven activities**

To guarantee long term success, Tipico focusses on close cooperation with selected partners, follows strict internal guidelines and emphasises the support of projects that suit Tipico values and meet own sustainability requirements. Thus, Tipico creates win-win situations and adds value to the whole community.

TIPICO PARTNERS: OUR SUPPLY CHAIN

Tipico commits to monitor its supply chain in order to minimize negative effects and inform business partners about responsible business practices by asking them to acknowledge the **Tipico Supplier Code of Conduct**.

In order to reach these high self-set standards, all employees have to give their best and are asked to inform about any suspicions of non-compliance.



Version	Modifications	Date	Type	Responsible	Classification
2.0	Release version	28.02.2020	Release	Corporate Responsibility Manager	Public