



## **SUPPLIER CODE OF CONDUCT**

This Supplier Code of Conduct is adopted by Golden Entertainment, Inc., its affiliates, and subsidiaries (collectively referred to as the “Company,” “we,” “us,” “our”) applies to the Company’s entities and each of its officers, directors, employees, customers, affiliates, agents, vendors, and suppliers (vendors, contractors, subcontractors, service providers, collectively “Suppliers”). The Company has an expectation that its Suppliers conduct their business practices in an ethical, lawful, and socially responsible manner in accordance with applicable legal standards and those standards required of the gaming industry. This Code of Conduct outlines principles and standards the Company expects the Suppliers to adhere to and comply with.

### **I. Requirements**

It is fundamental for the Company to treat all people, including its team members, guests, suppliers, and community, with dignity and respect and to promote and embrace diversity and inclusion in the workplace and in the communities in which the Company operates. We expect our Suppliers to comply with all applicable local, state, and federal laws and regulations. The Company expects its Suppliers to agree with the following officially adopted Policies and Statements (found at <https://www.goldenent.com/our-policies.html>):

- The Company’s Non-Discrimination, Non-Harassment and Non-Retaliation Policy
- The Company’s Human Rights Statement
- The Company’s Anti-Bribery, Anti-Corruption and Anti-Money Laundering Policy
- The Company’s Code of Business Conduct and Ethics
- The Company’s Responsible Gaming and Marketing Policy
- The Company’s Anti-Human Trafficking and Anti-Modern Slavery Policy

We strive to maintain business relationship with Suppliers with similar values. The Company reserves the right to investigate and communicate the consequences of a potential impact on business relationship with Suppliers should there be concerns about a Supplier’s compliance with applicable laws and regulations.

### **II. Conflict of Interest, Fair Competition, and Marketing**

Suppliers are encouraged to report any conflict of interest that may arise to the Company’s independent anonymous 24/7 ethics and compliance hotline at (844) 597-9877 or submit a claim online at [www.goldenent.ethicspoint.com](http://www.goldenent.ethicspoint.com). The Company expects its Suppliers to comply with applicable antitrust and competition laws and follow fair business standards and practices in sales, advertising, and marketing.

### **III. Health, Safety, and Employment Conditions**

We expect the Suppliers to comply with applicable laws regulating work hours, wages, and benefits and to provide a safe working environment, as well as to take reasonable steps and precautionary measures to ensure safety and minimize the risk of potential accidents, injury, or occupational diseases.

### **IV. Confidentiality, Privacy, and Data security**

Suppliers are expected not to disclose any proprietary information. In the event such disclosure is necessary, it is expected to be conducted on a need-to-know basis only. Suppliers are expected to maintain confidentiality and must refrain from copying or reproducing any information without obtaining a written permission from the Company. Suppliers are encouraged to take reasonable steps to protect collected, stored, processed, and received data.