

EQUALITY & DIVERSITY

POLICY STATEMENT

Our Equality & Diversity policy applies to all employees of the Company, temporary workers and consultants. Any third-party suppliers and contractors are also required to adhere to the provisions of the policy while engaged by the Company.

The Stars Group is fully committed to being an equal opportunities employer and is opposed to all forms of unlawful and unfair discrimination. The commitment to diversity and equality in the workplace is good management practice and makes sound business sense. Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. Our recruitment and selection practices aim to hire the kind of people who support these aims. The world changes and we must change with it so in having hired the right person at the right time, we must all be vigilant in maintaining our commitment to valuing each other at work.

All employees, whether part time, full time or temporary, will be treated fairly and equally and with respect. Selection for employment, promotion, training or any other practice will be made on criteria free from unlawful bias.

As an inclusive employer, the Stars Group recognises that promoting a culture of equality and diversity are crucial to demonstrating not only how it values its people, but in maintaining everyone's engagement and ensuring the continued success of the Company. We aim to break down some of the barriers that have traditionally existed in the workplace, for example our focus on mental health awareness. We are a Company that respects each other and the contributions and value we each add and our aim which is made evident through all our policies and practices is to enable everyone here to reach their full potential.

We recognise that people have lives outside of work. We have policies in place to support people with commitments such as caring for family members, undertaking study and just having some balance between work and life. Our Personal Interest Allowance (PIA), for example encourages the taking up of new interests completely outside of work.

Even those who do not yet work for us will be treated in this same way; our recruitment and selection policy and practices evidence our approach to equality and diversity.