

HUMAN RIGHTS

POLICY SUMMARY

The Stars Group's Enterprise-Wide Human Rights Policy (the "Policy") applies to all of its directors, officers, employees and other personnel, and The Stars Group encourages the adoption of the Policy's principles by its suppliers and vendors.

The Stars Group supports and respects human rights as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The Stars Group strives to respect and promote human rights and dignity in accordance with the United Nations Guiding Principles on Business and Human Rights in its business and its relationships with its personnel, vendors, customers and other stakeholders by, among other things:

- aiming to identify and prevent adverse impacts on human rights within its business and its supply chain;
- engaging with people in jurisdictions and communities impacted by its activities through community outreach, charitable and other efforts;
- promoting diversity, inclusion, equality and anti-harassment;
- consulting directly with all its employees on business matters that may impact them;
- providing safe, clean and smoke-free working conditions;
- not supporting or tolerating any form of human trafficking or modern slavery; and
- supporting The Human Right to Water and Sanitation as recognized as a human right by the United Nations General Assembly and the United National's position that clean drinking water and sanitation are essential to the realization of all human rights.

Any concerns or grievances related to human rights may be reported through a number of channels, including directly to local management, the human resources or legal departments, The Stars Group's Board of directors or through The Stars Group's whistleblower hotline.