

Purpose

At Tabcorp, we believe that human rights are universal and fundamental rights that preserve the inherent freedom, dignity and equality of all human beings. We believe it is our responsibility to respect human rights as this is critical to the sustainable operation of our business, and it is the right thing to do. Our success depends upon how well we respect the rights of the people we interact with and are impacted by our business operations and relationships, as outlined in the principles below.

The purpose of this policy is to outline Tabcorp's commitment to human rights. It should be read in conjunction with the following policies:

- Tabcorp Code of Conduct
- Supplier Code of Conduct
- Inclusion and Diversity Policy
- Workplace, Safety and Wellbeing Policy
- Privacy Policy
- Workplace Behaviours Policy
- Complaints Procedure
- Whistleblower Policy

Who this policy applies to

This policy applies to everyone who works at Tabcorp, including all employees and contractors (**team members**), and the Tabcorp Board.

Tabcorp expects its business partners, suppliers and other people with whom we have business relationships to respect human rights in accordance with this policy.

What are Human Rights?

Human rights are the basic political, civil, economic, labour, social and cultural rights and freedoms to which all people are entitled, without discrimination.

Our commitment

Tabcorp is committed to respecting and contributing to the realisation of the human rights of all people impacted by our operations and business relationships, including vulnerable or marginalised groups. These include indigenous people, women, ethnic minorities, children, LGBTIQ people, people with disabilities and migrant workers and their families.

We respect and uphold the internationally recognised human rights set out in the *International Bill of Human Rights*, the *International Labour Organisation's Declaration on Fundamental Principles and Rights at Work* and the *United Nations Declaration on the Rights of Indigenous Peoples*. We are committed to following the guidelines outlined in the *United Nations Guiding Principles on Business and Human Rights*. We comply with all Australian and international human rights laws,

including the *Modern Slavery Act 2018 (Cth)*. Where national law and human rights standards differ, we commit to upholding the higher standard while complying with all applicable laws.

Tabcorp is committed to upholding the following principles

- We foster an inclusive and diverse culture where all team members are treated fairly and with respect in a work environment free of discrimination based on race, ethnicity, religion, gender identity, sexual orientation, mental or physical disability, mental illness, relationship status, political opinion, pregnancy, breastfeeding or family responsibilities.
- We uphold the *International Labour Organisation's* labour standards including recognising the right to freedom of association and collective bargaining, supporting the elimination of forced or bonded labour, human trafficking and child labour, and ensuring we provide fair pay and working conditions for all team members.
- We provide a safe environment for team members, contractors and visitors, and actively promote health, safety and wellbeing in the workplace.
- We respect the rights of Indigenous Peoples, their culture, identity, traditions and customs and support reconciliation within Tabcorp and in the communities in which we operate.
- We respect the right to privacy and ensure that we collect, store and handle personal information in accordance with the Australian Privacy Principles set out in the *Privacy Act 1988 (Cth)*.

Due diligence and monitoring

Human rights related risks are incorporated into Tabcorp's Risk Management Framework. Tabcorp undertakes human rights due diligence, risk assessment and monitoring processes to understand, assess and address potential human rights violations associated with our own operations and the activities of our business partners and suppliers.

Any human rights issues that arise are responded to, and escalated, as appropriate, including the use of independent assessments and undertaking remedial action where appropriate.

Training and communications

Tabcorp's commitment to human rights is regularly communicated to team members, business partners and suppliers and is included in relevant training programs.

Grievance management and remediation

Tabcorp has established confidential reporting processes for those wishing to report human rights related concerns and, where appropriate, seek remedy. Concerns are investigated and actioned by relevant management functions, including consideration of any remedy. Affected parties raising concerns will be kept updated at appropriate times in such investigations, taking into account relevant confidentiality and privacy requirements. Refer to the Support section below for more details.

Reporting and disclosure

Tabcorp undertakes annual, public reporting on our legal, regulatory and voluntary human rights commitments through the *Annual Report*, *Corporate Responsibility Report* and *Modern Slavery Statement*.

Support

Team members, business partners and suppliers (including the employees of business partners and suppliers) are encouraged to report behaviours inconsistent with this policy.

Team members can report any concerns to their leader or People & Culture partner.

Workers in TAB agencies can report concerns about pay or other entitlements at www.retailworkershotline.deloitte.com.au or call 1800 952 500.

Customers can lodge feedback or report concerns via the following channels:

- For TAB customers, visit <https://help.tab.com.au/s/contactsupport>
- For MAX customers, visit <https://max.com.au/contact/>

Team members and people outside Tabcorp, both in Australia and overseas, may also contact the Tabcorp Integrity Protection Service (TIPS), an independent, anonymous and secure whistleblower service, to report concerns. Refer to www.tips.deloitte.com.au for more information.

Policy control

Current from	8 July 2021	Sponsor	CLRO & CPO
Replaces version dated	June 2021	Review period	Biennial
Approved By	MD & CEO		