

EQUAL EMPLOYMENT OPPORTUNITY AND DIVERSITY POLICY

Purpose and Scope

This Privacy Policy (hereinafter referred to as the "Policy") outlines the practices and principles that Meridianbet Group (hereinafter referred to as the "Company", "Meridianbet", "Meridian Gaming", "Enterprise" or "Corporation") implements to create a culture of diversity and inclusion in the workplace and offer equal employment opportunities. The document also outlines our commitment to creating a work environment free of discrimination, harassment, and retaliation and to ensuring that all employees and job applicants are treated fairly and with respect, regardless of their background, characteristics, or personal circumstances. The Policy also covers all key areas of employment, including recruitment, hiring, training, promotion, salary, benefits, transfers, layoffs, and terminations, as well as social and recreational programs.

Equal Employment Opportunity

The Company is an equal opportunity employer. Any discrimination, harassment, or retaliation based on race, color, religion, sex, national origin, age, disability, pregnancy, marital status, sexual orientation, gender identity or expression, veteran status, or any other legally protected characteristic is prohibited by the law, bylaws and corporate statutory documentation. Meridianbet makes reasonable accommodations and employment benefits for qualified individuals with disabilities.

Diversity and Inclusion

The company values diversity and inclusion and acknowledges the benefits of having a varied staff. We are committed to creating an inclusive work environment that respects, values, and celebrates our workers' individual characteristics, opinions, and experiences.

Encouraging diversity and inclusion improves creativity, innovation, and problem-solving, as well as allowing us to better understand and serve our customers, partners, and communities. Among our diversity and inclusion initiatives are:

- Promoting a culture of respect where differences are valued and employees feel safe to express their ideas and perspectives;
- Encouraging diversity in leadership and decision-making roles;
- Providing training and resources to help employees understand the importance of diversity and inclusion and recognize and address unconscious biases and stereotypes;
- Regularly reviewing our employment policies, practices, and procedures to identify and address potential barriers to diversity and inclusion.

Recruitment and Selection

The Company is committed to hiring and promoting candidates based on their merit, credentials, and talents. We want to attract a diverse pool of candidates and give all job seekers equal opportunity without discrimination or bias.

We shall make certain that our recruitment and selection procedures are open, objective, and consistent. This involves using non-discriminatory language in job advertisements, offering clear and accurate information about job requirements and selection criteria, and assessing and comparing candidates in a fair and objective manner.

Complaints and Reporting

Employees and job seekers who think they have experienced or seen discrimination, harassment, or retaliation in violation of this Policy should notify their supervisor, the Human Resources department, or any member of management.

If necessary, the Company shall quickly evaluate such complaints and take appropriate corrective action, including termination of employment. To the greatest extent practicable and consistent with our commitment to conduct a thorough investigation, we will safeguard the anonymity of all parties involved in the inquiry.

Policy Implementation and Review

The Company is responsible for implementing and enforcing this Policy. All employees, contractors, interns, and volunteers are expected to read, understand, and comply with this Policy. Managers and supervisors have a particular responsibility to promote equal employment opportunities, diversity, and inclusion and to address any concerns or issues that may arise in the workplace.

The Human Resources department will provide training and resources to help employees understand their responsibilities under this Policy and to create a diverse and inclusive work environment.

The Company will regularly review and assess the effectiveness of this Policy, as well as our diversity and inclusion initiatives, and will make any necessary adjustments to ensure continued progress and compliance with applicable laws and regulations.

Communication and Awareness

This Policy will be communicated to all employees, contractors, interns, and volunteers, and will be made available on the Company's intranet, website, or other appropriate channels. The Company will also ensure that job applicants are aware of our commitment to equal employment opportunities, diversity, and inclusion.

New employees will receive information and training on this Policy as part of their orientation and onboarding process. All employees will receive periodic reminders and updates on the Policy, as well as any changes or new initiatives related to diversity and inclusion.

Monitoring and Reporting

The Company will establish and maintain systems to monitor and measure the progress in promoting equal employment opportunities, diversity, and inclusion. This may include collecting and analyzing data on workforce demographics, recruitment and selection outcomes, employee feedback, and other relevant indicators.

The Human Resources department will report on the Company's progress in implementing this Policy and achieving our diversity and inclusion goals to senior management and, as appropriate, to external stakeholders.

Compliance

All employees and contractors (to the extent feasible by law) are required to comply with this Policy and to support the Company's commitment to equal employment opportunities, diversity, and inclusion. Failure to comply with this Policy may result in disciplinary action, up to and including termination of employment or engagement with the Company.

By promoting equal employment opportunities and embracing diversity and inclusion in our workplace, we aim to create a positive work environment where everyone can contribute to the success and added value of the Company, and where all employees are treated with respect and dignity.

Policy Update

The Company may update this Policy from time to time to reflect changes in equality and diversity standards, legal requirements, or other factors. We inform our HR Department and employees about the provisions and encourage them to periodically review this Policy to stay informed about their obligations.