

Supplier Code of Conduct

Purposes

This Supplier Code of Conduct (“Code”) sets out the values and expectations of Everi Holdings Inc. and its subsidiaries (collectively, “Everi”) relating to vendors and their subsidiaries, officers, directors, employees, and agents that supply goods and services to Everi (collectively, “Supplier”).

Scope

This Code applies to all Suppliers as well as their subsidiaries officers, directors, employees, subcontractors, and agents that supply goods and services to Everi. This Code is in no way intended to conflict with or modify any existing contract.

Legal Compliance

All Everi Suppliers must comply with all applicable state, national, and international laws, rules, and regulations including, but not limited to those related to:

- **Global Trade-** Suppliers must comply with all applicable laws and regulations governing export, re-export, and import of products.
- **Antitrust-** Suppliers must conduct business in accordance with all applicable antitrust and fair competition laws.
- **Whistleblower Protections-** Suppliers must protect worker whistleblower confidentiality and must create a system for all workers to submit grievances anonymously.
- **Corruption and Bribery-** Suppliers must not engage in nor tolerate association with any form of corruption or bribery. This includes directly or indirectly giving or accepting anything of value, including payment or other form of benefits, to a government official for the purpose of improperly influencing their decision making. Suppliers must comply with all applicable anti-bribery laws and regulations, including the US Foreign Corruption Practices Act (FCPA) and local laws.
- **Tax Laws-** Suppliers must follow all applicable tax laws.
- **Know Your Customer/Anti-Money Laundering (KYC/AML)-** Suppliers will comply with all applicable KYC/AML rules and regulations.

Business Ethics

- **Business Integrity-** Suppliers will conduct business ethically, professionally, with integrity, and in good faith. Suppliers should conduct all business as a good community member and good business partner. This includes upholding all contracts and agreements with Everi.
- **Quality Requirements-** Suppliers will provide products and services to Everi that are of marketable quality and meet or exceed industry standard for the product or service.
- **Media-** Suppliers will not speak to the news media on behalf of Everi unless they are authorized to do so by Everi in writing.
- **Gifts-** If a Supplier wishes to give a gift, the gift should comply with all applicable laws, rules, and regulations. Additionally, the value and nature of the gift should be customary and related to the normal course of business. Cash gifts should never be given. Gifts should not be given in order to retain a benefit from or advantage over the recipient nor should any gift appear to influence or compromise the judgment of an Everi employee. Additionally, gifts should not be given to or

accepted from any public official or an employee or vendor associated with a Native American gaming property.

- **Conflicts of Interest-** Suppliers should avoid actual conflicts of interest and the appearance of conflicts of interests. Suppliers should also take all necessary steps to avoid situations where a conflict of interest may arise. Suppliers should make Everi aware of any outside businesses, subsidiaries, or other related parties that may create a conflict of interest with Everi.
- **Insider Trading-** If a Supplier learns of any material non-public information while working with Everi, they must not share that information with others or use it for market trading.
- **Business Continuity-** Suppliers must be prepared for any disruptions of their businesses (natural disasters, pandemic, war, etc.) and maintain a disaster recovery and business continuity plan to protect both employees and the environment from the effects of possible disasters.
- **Accuracy of Business Records-** Suppliers must keep accurate, up to date, and detailed business records relating to its business relationship with Everi. Suppliers must utilize any reporting tools used by Everi while conducting business with Everi.
- **Intellectual Property-** Supplier will safeguard and make appropriate use of any of Everi's intellectual property, assets, and information and ensure that all intellectual property rights are protected.
- **Insurance-** Suppliers are expected to hold and keep proper insurance and proof of such insurance for purposes of the business partnership.
- **Emergency Prevention-** In cases of actual or potential emergency situations, Supplier will develop and implement emergency plans and procedures that minimize harm to life, the environment, and property.

Human Rights and Labor Practices

- **Discrimination** - Suppliers must not discriminate against any worker on the basis of race, color, national origin, sex, gender identity, age, sexual orientation, religion, political affiliation, disability, marital status, pregnancy, or other similar factors in hiring, terms and conditions of work, or other employment practices, nor use such characteristics as the basis for determining compensation, benefits, overtime, advancement opportunities, or disciplinary action.
- **Women's Rights** – Suppliers will not terminate a female employee due to pregnancy, force use of contraception or abortion, or require a pregnancy test as a basis for employment. Suppliers must not expose any female worker to health or safety risk that may endanger reproductive health or require a pregnant worker to perform an unreasonably dangerous task.
- **Child Labor and Young Workers** - Supplier must not employ children under the age of 14. If national law or regulations allow children between the ages of 13 and 14 to perform light work, such work is not permitted if it would hinder the child from completing required schooling, training, or if the employment would be harmful to the child's health or development. Suppliers must adhere to all applicable state, national, and international laws relating to workers under the age of 18.
- **Immigrant Workers-** Supplier must not employ any person who does not have the legal right to work. If a Supplier hires any foreign or migrant worker, Suppliers must ensure the worker is in full compliance with all applicable immigration and labor laws.
- **Forced Labor and Modern Slavery** - Suppliers must ensure that they do not participate in, or benefit from, any form of forced labor.
- **Human Trafficking-** Supplier will not engage in the exploitation of persons for the purposes of compelled labor or commercial sex.

- **Harassment, Non-Discrimination, and Physical Violence** - Suppliers must take all necessary steps to keep their workplaces free of harassment, harsh treatment, violence, intimidation, corporal punishment, mental or physical coercion, verbal abuse, physical abuse and discrimination.
- **Work Hours and Wages** - Suppliers must comply with all applicable laws and regulations regarding working hours, wages, and benefits.
- **Freedom of Association**- Suppliers must allow their employees the freedom of association and collective bargaining in accordance with applicable laws and regulations.
- **Hazardous Substance Management**- Suppliers will manage and dispose of all hazardous substances in a manner that protects workers from exposure to those hazards.
- **Physically Demanding Work**- Suppliers will manage and control employees who are engaged in physically demanding work to ensure the health and safety of their employees.

Environmental Regulations and Protection

Suppliers must comply with all applicable environmental laws, regulations, and standards, as well as implement an effective system to identify and eliminate potential hazards to the environment. Suppliers should work for continual improvement in their environmental management systems, continuously improve their environmental performance, strive to reduce their consumption of energy and resources, implement recycling programs, and take steps to reduce their waste and emissions. Supplier will responsibly manage its air emissions, waste water, and solid waste emissions. Suppliers will recycle resources as appropriate and seek to utilize recycled content where available and reasonable. Suppliers must manage and dispose of all hazardous substances in an environmentally responsible manner that adheres to applicable laws, rules, and regulations.

Conflict Materials

Suppliers must comply with Section 1502 of the Dodd Frank Act which requires the implementation of reporting and disclosure procedures regarding conflict minerals. Everi expects its Suppliers to annually disclose to Everi if their products contain conflict minerals, and to identify and take remedial action if their products contain conflict minerals that are used to finance conflict in the Democratic Republic of Congo or adjoining countries.

Health and Safety

Suppliers must ensure that their work facilities are safe, suitable, and sanitary. Suppliers must have effective health and safety prevention and remediation policies and procedures in place that comply with industry, national, and international laws and regulations. Suppliers must provide to their employees any protective equipment and training necessary to perform their tasks safely.

Confidential and Proprietary Information

Suppliers must ensure all confidential and proprietary information is only used for the defined business purpose and must prevent any unauthorized access, destruction, change, use, and disclosure of such information. Suppliers must implement and maintain security mechanisms and systems for electronically transferred information. The personal data of data subjects residing in the European Union must be processed in accordance with the General Data Protection Regulation (GDPR). Supplier will notify Everi of any suspected or actual data breaches.

Compliance with this Supplier Code of Conduct

Suppliers should contact Everi at purchasing@everi.com if any situation develops that causes Supplier to operate in violation of this Code. Cases of non-compliance will be judged on a case-by-case basis and may result in the termination of Everi's current or future business relationships with Suppliers.

Contacts

Suppliers should email purchasing@everi.com with any questions relating to this code or if any situation develops that causes the Supplier to be in violation of this Code.

Amendments and Modifications

This code will be reviewed on a regular basis and may be altered based on changes to Everi's business needs or changes to laws, rules, and regulations. Principles in this code may be amended, altered, supplemented, revised, or discontinued at any time for any reason.