

# Disclosure on Management Approach

<b>GENERAL</b>		
<b>Aspect</b>	<b>Responsible Department</b>	<b>Standards &amp; Management Systems</b>
Values	Public and European Affairs / Compliance	Code of Conduct
Sustainability management	Public and European Affairs / CSR	ONR 192500 compliant Management System
Competences	General Secretariat	Competences and Pouvoirs Regulation

<b>PEOPLE</b>		
<b>Aspect</b>	<b>Responsible Department</b>	<b>Standards &amp; Management Systems</b>
<b>Top Employer</b>		
Employment	Human Resources	HR Strategy
Workplace Health and Safety	Human Resources Management Board Fire Officer	Group Health Concept Security Policy Fire Protection Regulation (RW44, 46, MC4)
Training and Education	Human Resources	Development & Recruiting Strategy, C&L Academy
Diversity and Equal Opportunities	Human Resources	Diversity Roadmap
<b>Good for Austria</b>		
Procurement Practices	Procurement	Group Procurement Guidelines Sustainable Procurement Criteria

<b>GAMING</b>		
<b>Aspect</b>	<b>Responsible Department</b>	<b>Standards &amp; Management Systems</b>
<b>Player Protection of the Highest Quality</b>		
Responsible Advertising	Responsible Gaming	"Responsible Advertising" Guidelines
Responsible Gaming	Responsible Gaming	Austrian Gaming Act European Lotteries Responsible Gaming Standards WLA Responsible Gaming Framework: Level 4 European Casino Association (ECA) Responsible Gaming Framework GamCare Player Protection Code of Practice

<b>Compliance on All Levels</b>		
Compliance	Compliance	ISO 19600, ONR 192050
Anti-Corruption	Compliance	ISO 37001 Code of Conduct "Invitations and Gifts" Guidelines
Anti-Money Laundering	Compliance	ISO 19600 Guidelines and Regulations to Prevent Money Laundering
Data Protection and Privacy	Compliance	Good Priv@cy Data Protection and Privacy Policy Code of Conduct pursuant to Art. 17 Abs 4 DSGVO 2000
Information Security	Information Security	ISO/IEC 27001:2013

<b>ENVIRONMENT</b>		
<b>Aspects</b>	<b>Responsible Department</b>	<b>Standards &amp; Management Systems</b>
<b>CLIMATE PROTECTION</b>		
Energy	Services – Facility Management, Procurement	CSR Strategy 2020
Emissions	CASAG – Building /FM Coordination WINWIN – Technical/Facility Services, PEA/CSR	Group Procurement Guidelines Energy Efficiency Act
<b>Sustainable Use of Resources</b>		
Materials	Services – Procurement Cuisino WINWIN – Business Support PEA/CSR	CSR Strategy 2020
Waste	Services – Facility Management Cuisino, CASAG – Building/FM Coordination WINWIN – Technical/Facility Services PEA/CSR	CSR Strategy 2020 Waste Management Concept
Procurement Practices	Procurement	Group Procurement Guidelines Sustainable Procurement Criteria
Supplier Management	Procurement	Supplier Code of Conduct