

# OUR CODE OF CONDUCT

ALL FOR ONE





**Tabcorp has always held a special place within the Australian community.**

**For generations we've been uniquely privileged to provide that special "winning-ticket, first-past-the-post, jackpot" feeling for Australians.**



Our industry is changing rapidly, with more choice for customers than ever. But the special trust placed in us has not changed. Today, just as when we started over 100 years ago, we're defined by the excitement we provide and the integrity with which we provide it.

Integrity lives in our relationships with each other, our partnerships, with our industry and beyond. It lives when we give back to our community. And it lives in our passion to always put our customers first. Integrity is delivering the excitement for our customers and balancing the risks inherent in our industry.

Our Code of Conduct is one of the ways we put Tabcorp's integrity and values into practice. It's built around the recognition that everything we do in connection with our work at Tabcorp should be measured against the highest standards of ethical business conduct.



# OUR VALUES

Our Code of Conduct helps connect our values to the work we do every day. It helps us make fair, responsible and ethical decisions – when they are easy and when they are hard.



DO IT AS  
ONE TEAM

We're stronger together. We're inclusive, collaborative and know that amazing ideas can come from anywhere.



DO THE  
RIGHT THING

We always act with integrity, standing up (and speaking out) for what's right.



EXPLORE  
WHAT'S POSSIBLE

We listen. We think big. We ask 'what if'? Our curiosity for what's next will shape tomorrow.



CREATE  
AWESOME MOMENTS

We all have the power to delight and inspire, so let's dial up the excitement and create awesome moments.



MAKE  
A DIFFERENCE

We're passionate and proud about making a real change for customers, and benefiting our communities.

# WHAT OUR CODE ASKS OF US

Our Code of Conduct sets the expected standards of professional behaviour at Tabcorp and we apply the principles of our Code to ourselves and those who work alongside us.

CODE GUIDING PRINCIPLE	THIS MEANS THAT WE...
WE ACT WITH INTEGRITY	... are honest. We always do our absolute best to make the right decisions – even when its hard or when no one is watching. We speak up and raise concerns without fear and we help and respect others who raise their concerns.
WE ARE ETHICAL	... strive to earn respect in everything we do. Our reputation is precious, and we make decisions our whole community can understand and respect.
WE PRIORITISE SAFETY AND WELLBEING	... understand that health and safety underpins wellbeing. We protect ourselves and each other. We continually improve the way we work so team members can be their best selves at work.
WE TREAT PEOPLE WITH DIGNITY AND RESPECT	... treat every one of our colleagues, customers, suppliers, partners and stakeholders as individuals to be respected – the way we want to be treated.
WE CARE ABOUT OUR CUSTOMERS	... every decision we make is intended to leave a lasting positive impact on the people who use our products and services.
WE CALL OUT WRONG BEHAVIOUR AND STAND UP FOR WHAT IS RIGHT	... immediately report dishonest and unethical behaviour – whether we have done something wrong or someone else has, including our colleagues, customers and suppliers.
WE PROTECT OUR COMPANY'S ASSETS AND REPUTATION	... represent Tabcorp every day in ways that foster trust, confidence and goodwill for ourselves and Tabcorp. We are professional and we are not wasteful.
WE MANAGE CONFLICTS OF INTEREST	... never do anything that puts, or appears to put, a personal interest before the interests of our customers, partners or Tabcorp.
WE PROTECT PRIVACY AND CONFIDENTIALITY	... only ever use or disclose confidential and personal information for proper purposes, where clearly authorised, or as required by law.
WE RECOGNISE OUR RESPONSIBILITIES TO ALL OUR STAKEHOLDERS AND PARTNERS	... care about all our customers, partners, regulators and our wider community. We understand and respond to the issues that matter to them and we always act in ways that make these relationships stronger.
WE COMPLY WITH OUR CODE, THE LAW, POLICIES, AND PROCEDURES	... know the laws, regulations, policies and procedures that apply to any situation and we always adhere to them.

## YOU AND OUR CODE

It's impossible to spell out every possible ethical scenario we might face. Instead, we rely on one another's good judgment to uphold a high standard of integrity for ourselves and our company. We expect all Tabcorp team members to be guided by both the letter and the spirit of this Code.

We encourage you to read our Code and use it to guide your actions. We're all responsible for ensuring the Code works. We want you to own our Code and use it to help you live our values every day.

## WHEN SOMETHING DOESN'T FEEL RIGHT

Sometimes, identifying the right thing to do isn't an easy call. If you aren't sure, don't be afraid to ask questions of your manager, People & Culture or Group General Counsel.

Our Whistleblower framework is also available to support people in raising concerns and our policy explains how to do this.

[You can find out more here.](#)

ASK YOURSELF THE FOLLOWING QUESTIONS:

*Could someone get hurt because of this?*

*How would I feel if this was front page news?*

*What does my 'gut' tell me to do?*

*Is this legal and in line with our policies and procedures?*

*If I was in charge, would I let this happen?*

*What would I tell my partner or my child to do?*

## WHEN YOU NEED SOME EXTRA HELP

More detail about how to live our values and what's expected of us is contained in our policies, which you can find on the intranet or through People & Culture. You'll also receive regular training on our core policies and obligations.

Our values and the standards in our Code of Conduct ask a lot of us – as they should. Sometimes you may need support addressing issues. Our Employee Assistance Program is here to help you. It's a strictly confidential service free to all Tabcorp team members and their immediate families.

Integrity is fundamental to Tabcorp. Integrity means doing what is right. By acting with integrity, we reflect positively on the values and reputation of the organisation, our products and the communities where we operate.

[You can find out more here.](#)

