



A message from Peter Jackson, CEO

Building a culture where we operate responsibly, honestly, fairly and in accordance with the laws in each of the jurisdictions we operate is essential to us at Flutter. It is the responsibility of everyone at every level to help build and maintain this culture by always reporting any perceived or actual violations of Flutter policies or other misconduct using the processes set out in this Policy. This responsibility includes protecting those who have come forward to make a report. Thank you for taking the time to read and understand this Policy and for helping Flutter build and maintain a culture we can all be proud of.

I. Introduction, Purpose and Scope

Flutter Entertainment plc, and all of its subsidiaries ("Flutter"), is committed to managing risks and provide good standards of health and safety in accordance with the laws in each of the jurisdictions in which it operates.

This policy applies to Flutter employees as well as board members, agency workers, volunteers, visitors, independent contractors and third parties or associated persons working on behalf of the company (hereinafter to be referred to as "you").

This policy has been approved by the Board Risk and Sustainability Committee (BRSC) or its designate. It will be reviewed and updated on an annual basis and, if necessary, more frequently where regulations/business changes require it.

The purpose of this policy is to outline:

- I. What our approach is to managing health and safety risks throughout our business;
- II. How we will ensure the application of our Health and Safety responsibilities;
- III. What your responsibilities are to comply with health and safety legislation in your location;
- IV. The steps you must follow when you have any concerns or wish to report a non-compliance.

This policy is supported by the supplementary documentation outlined in section VI.

II. Statement of Policy

Flutter Entertainment plc is committed to providing a vibrant, ethical and sustainable working environment that values wellbeing and diversity. This commitment exists alongside wider legal and moral obligations to provide a safe and healthy working environment for its people, contractors, visitors and members of public who may be affected by its activities. This business intends meeting its legal obligations by providing and maintaining a safe and healthy working environment so far as is reasonably practicable. This will be achieved by:

- Providing leadership and safe working conditions, ensuring adequate controls of identified health and safety legislation as it applies to our activities in the countries and regions we operate in;
- Providing safe and healthy working conditions, by ensuring work activities are planned, organized and carried out with controls that minimise any risk.
- Developing and implementing strategies that develop, enhance and sustain our global health and safety performance.
- Ensuring that the safety, health and wellbeing of our people is a consideration in all operational decisions and an integral part of the way we manage our business.
- Providing information, training, instruction, and supervision to ensure health and safety competence amongst our people.
- Providing a range of support measures, documents and procedures that help minimize accidents and ill health and develop healthy working relationships.
- Providing expert assistance to support our managers and their teams to meet all their health & safety responsibilities.
- Providing suitable and sufficient resources to meet the objectives we have set out in this health and safety statement.
- Regularly monitoring, auditing and reviewing the effectiveness of health and safety procedures and frameworks and amending them accordingly.

Summary of Flutter's safety standards

This policy is supported by standards. The standards seek to establish a benchmark that is met consistently across all subsidiaries and is supported in greater detail by safety arrangements. Flutter's safety standards define (non-exhaustively):

- Governance and oversight
- Training and awareness
- Annual business risk assessments
- Employee due diligence
- Third party due diligence
- Internal and external reporting
- Safe operating procedures
- Record-keeping
- Independent programme reviews (as applicable)



III. Roles and Responsibilities

All Flutter employees:

We ask that you familiarise yourself with the content of this policy and report any breach of your location's legislation (past, present, or likely future).

- If you are acting in a supervisory position or engaging the services of a third party, ensure your team members are aware of this policy and their obligations to identify and comply with the health and safety processes in their location.
- When in doubt, seek guidance from your line manager or the CRE Risk & Compliance Health and Safety team.
- You should follow guidance from the CRE Risk & Compliance Health and Safety team when engaging a third party to ensure appropriate health and safety checks are completed.

The CRE Risk & Compliance Health & Safety Team

The purpose of the Health and Safety team is to act as the competent health and safety advisors for the business across the Group and to ensure there is a robust Health & Safety (H&S) Management System in place, which is planned, implemented, monitored and reviewed as required.

Key responsibilities are:

- Acting as the lead department for delivering competent H&S advice, enabling the Company to fulfil its legal duty.
- Monitoring and reporting on H&S performance to the board along with providing proactive and reactive advice to comply with legislative requirements.
- Ensuring H&S training is suitable and sufficient and that all Company staff are adequately trained to reflect the H&S responsibilities of their role.
- Supporting investigations of accidents and incidents and liaising with enforcing authorities and legal teams where necessary.
- Ensuring a comprehensive H&S inspection and audit schedule is in place and implemented.

You should be aware that failure to comply with this policy and health and safety legislation in your location could result in disciplinary action up to, and including, termination of employment or a business relationship, if deemed appropriate by Compliance, HR or relevant line management.

IV. Reporting Policy Violations

You should raise any concern with someone who can help address them properly, depending on the circumstances. You may choose to report internally or via our Group CRE Risk and Compliance Health and Safety team.

The Group CRE Risk and Compliance Health and Safety team will be in the best position to address any concerns over potential breaches of this policy. You can also reach out to your line manager, Workspace team, or other trusted persons such as Internal Audit. Where it is not possible or comfortable for you to raise a concern internally, or where a concern continues to be unresolved following consultation, you can submit a report through our "Speak Up" Platform.

V. Relevant Contact Details

In the event of any questions with regards to the content, context or meaning of this document please contact:

| Responsibility | Point of Contact | Email |
|---|-------------------------------------|--|
| Group CRE Risk and Compliance – Health and Safety | Head of Group CRE Risk & Compliance | HSSE@Flutter.com |

VI. Supplementary Documentation

- Flutter Health and Safety Standards
- Flutter Safety Arrangements
- Flutter Whistleblowing Policy

For Flutter employees, please refer to your local intranet for more information and access to supportive materials.