

Sustainability Policy 2020



Sustainability Policy

**Together
we make
a difference!**

**Policy
Mandatory**

August 2020

**Issuing
Department**

Communication
and CSR

Approver

Managing
Directors

Commitment of our Managing Directors to sustainable practices

At Lottotech, we believe that to be successful over the long-term we need to create value for our all our stakeholders. We shall ensure that the principle of sustainable development is embedded in our activities, brands and products.

This means "doing well by doing good". Our aim is doing the right choices to minimize our negative impact on our society at large. Those engagements are important for the growth of Lottotech.

We want to go beyond the legal requirements. We are committed to contribute to measures that will help to face world challenges. This also means to be the most responsible operator within the African region by integrating responsible gaming through our whole process.

We are therefore committed to:

- Abide by all legal requirements related to human resource, customers, community, environment and to corporate governance.
- Continuous improvement of our operations to prevent pollution.
- Systematic assessment and optimization of environmental impact in the design of our products/equipment.
- Responsible sourcing of materials (paper, packaging...) and ensure suppliers comply to human rights code. A green sourcing policy will be developed

We are committed to upholding the highest standards of governance and ethics, and fully subscribe to the key principles of sustainable development, namely, inclusivity, integrity, and transparency.

Having a safe and inclusive environment to allow our team to blossom is key to the success of the company.

- Celebrate diversity, treat our people with respect and dignity.
- Be a responsible and inclusive employer
- A workplace which is free from discrimination, harassment, and bullying

Developing active multi-stakeholder engagement to help leverage the opportunities provided by our leadership role in sustainability

- Engage positively with communities and stakeholders where we operate
- Improve the conditions of our community in a sustainable way.

We take the commitment to ensure that all team members understand the importance of this policy and encourage them to become champions of sustainability within the Company.

Michelle

Carinci

Moorghen

Veeramootoo



Focus Areas



“Doing Well
By
Doing Good”

Strategy

Vision	We enable sustainability to create value for our stakeholders
---------------	---

Strategic objectives	Lottotech favours a circular economy	Position Lottotech as a leader in responsible gaming in African region	Employees retailers and other stakeholders are proud advocates of Lottotech	Investors consider Lottotech as a sustainable investment
-----------------------------	--------------------------------------	--	---	--

Strategic actions	<ol style="list-style-type: none"> <li style="margin-bottom: 10px;">1 Pursue circular economy solutions (Reduce, Reuse, Recycle) <li style="margin-bottom: 10px;">2 Strengthening the supply chain through green purchasing <li style="margin-bottom: 10px;">3 Engage our retailers, employees and other stakeholders in our initiatives (multi-stakeholder approach) <li style="margin-bottom: 10px;">4 Reinforce integration of Responsible gaming from product design to market <li style="margin-bottom: 10px;">5 Sustain Lottotech engagement towards making a difference in the community <li style="margin-bottom: 10px;">6 Foster an inclusive, diverse, transparent and safe environment
--------------------------	---

Actions

Vision	We enable sustainability to create value for our stakeholders			
RG	Community		Climate action	People
<p>Responsible production and consumption – SDG 12</p> <p>Player education through RG campaigns</p> <p>100% retailers and employees trained on RG</p> <p>Sports integrity training</p> <p>National Treatment referral program</p>	<p>Education – SDG 4 / Zero Hunger - SDG 2</p> <p>Continue our programs with NGOs:</p> <p>Feeding program, Agropédagogie</p> <p>Music scholarship</p>	<p>Health – SDG 3</p> <p>Cancer screening</p> <p>Bra Bank movement</p>	<p>Climate action- SDG 13</p> <p>Reduce, Reuse, Recycle</p> <p>Safe disposal of items/terminal s (<i>certificat de prise en charge</i> by recyclers)</p> <p>Elimination of one use plastic within company</p> <p>Green Purchasing</p> <p>FSC certified papers</p>	<p>Gender equality – SDG 5/ Decent work – SDG 8</p> <p>Diversity and inclusion measured through Gender Equality, Diversity and Inclusion at Lottotech</p> <p>Human resource policy on discrimination, harassment</p>
	<p>Gender equality – SDG 5</p> <p>Women leadership program</p>	<p>Multi Stakeholder – SDG 17 / No Poverty – SDG 1</p> <p>Shelters feeding program, volunteering, feeding program to homeless</p>		

Community

Goals, Targets, Responsibility

Strategy	Compliance	Responsible Party
Responsible Gaming Multi Stakeholder Community Engagement	WLA certification Sustainability Policy	CSR department and any individual within the company

Objectives

- Lottotech will abide by the framework of responsible gaming set by the WLA
- Zero tolerance for underage play
- Zero breach of GRA act
- 18+ sign on all communication platforms
- 100% of our employees and Retailer network will receive RG training
- 75% of the population will consider Lottotech as a responsible operator by 2022
- 75% participation rate for volunteering program by 2021
- Sustain our treatment referral network with the NGOs
- We commit to work on sustainable community projects in line with the 5 SDGs: Economic Growth, Gender equality, Quality Education, Climate change and Responsible Consumption and Production
- Engage with multi-stakeholders to accelerate change within the community
- Provide proper environment for disabled people
- Implement or fund at least 10 projects per year.

People

Goals, Targets, Responsibility

Strategy	Compliance	Responsible Party
Inclusivity and Diversity Equity	Human Resorce Policy Sustainability Policy	Human Resource department with support of CSR

Objectives

- Zero breaches of human rights and employee act
- Zero discrimination: sex, race, beliefs, age
- Ensure Pay Equity
- Equal access to opportunity
- 80% of employees are proud to work for Lottotech
- Gender equality: maintain as far as possible a 50%Female and 50%Male workforce
- Cultural and Religious diversity are all welcomed and valued
- Flexible working arrangement for work life balance
- Create an ergonomic environment for employees and a disabled inclusive workplace

Environment

Goals, Targets, Responsibility

Strategy	Compliance	Responsible Party
Green Purchasing Circular Economy (Reduce, Reuse, Recycle)	Procurement Policy Sustainability Policy	Procurement department with support of CSR and any individual within the company

Objectives

- Implement a set of environmentally preferred selection criteria so that purchasing strategies reflect sustainability practices by the end of the financial year 2020
- Reduce overall energy use by 5 % within one year
- Reduce monthly printing costs by 5 % - end of 2020
- Achieve 100% compliance disposal of materials in eco-friendly way.
- Reduce our carbon emissions by 10% - end of 2021
- Reduce packaging waste by 30% within six months – Feb 2021
- Recycle or refill 100% of toner cartridges consumed by 2021
- Introduce special bins to take recyclable material and reduce the amount of recyclables going to landfill to nil within six months – Feb 2021
- Zero breaches of regulatory requirements
- 25% of our suppliers under Green Policy by 2021
- 100% paper sourced from FSC
- Avoid use of paper wherever possible by reviewing policy of all departments who use physical copies in their process – Feb 2021