

PEOPLE | PLANET | PLAY
CAESARS ENTERTAINMENT

**POSITION ON
HEALTH, SAFETY
& WELLNESS**



CAESARS
ENTERTAINMENT®

OUR POSITION ON HEALTH, SAFETY & WELLNESS



Definition

Health, safety & wellness means maintaining a culture of safe working and ensuring our workplace is free from hazards, while encouraging Team Members and their families to be proactive about caring for their own health and wellbeing.

Importance of Health, Safety & Wellness

All Team Members in any business have the right to be protected at work and be able to perform their roles without risk of injury. There is no business activity that is worth more than the safety of our Team Members. As a company that welcomes millions of guests to our properties each year, we rely on Team Members to have a heightened awareness of safety so they can ensure our facilities are safe not only for themselves but also for all those who visit our properties. Lack of adherence to safe working policies, standards and practices can be a major liability for our Company: poor safety practices can lead to serious injuries or even fatalities of Team Members or others, cause disruption to our operations and erode trust in our Company. We therefore never compromise on safety and aim to ensure each Team Member feels personally accountable for safety.

Additionally, as part of our family-style approach, we want our Team Members to be healthy and feel supported in times of need. We believe this contributes to their motivation and productivity at work and enables them to serve our guests with energy and passion.

Values and Principles

Caesars Entertainment is committed to being a responsible employer. In 2000, we published our first Code of Commitment as a pledge to our Team Members, as well as to guests, communities, business partners and those we reach through our business. Our PEOPLE PLANET PLAY Corporate Social Responsibility (CSR) approach was created from our Code of Commitment, and today, the Code aligns with our Environmental, Social and Governance (ESG) priorities.

Health, Safety & Wellness falls within the PEOPLE pillar.

Our Code of Commitment

PEOPLE	PLANET	PLAY
We commit to supporting the wellbeing of all our Team Members, guests and local communities.	We commit to taking care of the world we all call home.	We commit to creating memorable experiences for our guests and leading the industry as a responsible business, including Responsible Gaming practices.

OUR APPROACH

We place the utmost importance on creating a safe and healthy workplace for our Team Members, embedding procedures and policies so our Team Members have the awareness, knowledge and tools to make safe working a habit, and to care for their own health and wellbeing.

Health & Safety Culture

We believe that health and safety is more than following a set of rules. We aim to instill a sense of personal accountability in all our Team Members so that safety awareness and safe practice are embedded in everyone's way of working. We expect all Team Members to feel empowered to call out any safety issue that could put them at risk, or be a safety risk for any other individual at our properties, including guests, visitors, contractors and others. Our property leaders are expected to maintain personal oversight of safety management and be safe working role models for Team Members.

Occupational Health & Safety Management System

We are committed to the safety of our Team Members and comply with applicable laws and regulations concerning workplace safety. We manage occupational health & safety (OHS) according to our proprietary OHS management framework that aligns with U.S. Occupational Safety and Health Administration (OSHA) guidance and good practice in our industry. We also align our OHS management system to the ISO 45001:2018 standard and are in the process of certifying our facilities enterprise-wide to this standard to ensure consistency and alignment of safety management throughout our operations.

Safety Management Structure: Our corporate-level Risk Management Department is accountable for the governance of our OSH Management System. Within this department, a dedicated Health & Safety Manager oversees OHS activities at our properties to ensure legal compliance, defined protocols and plans are in place and all safety guidance is followed.

Every property maintains a Safety Committee focused on implementing safety procedures, risk analysis and frequent workplace inspections. The Safety Committee is responsible for ensuring all measures defined in our Safety Manual and Risk Manual are followed, and for ensuring a written safety program is maintained at each property. Each Safety Committee comprises property leadership from a range of functions including finance, security, engineering and human resources as well as other Team Members. The participation and consultation in Safety Committees of Team Member delegates representing all Team Members is considered vital to successful safety management.

A dedicated Risk Manager at each property chairs the Safety Committee and convenes meetings at least monthly. Safety progress, metrics and actions determined by each Safety Committee are reported to the Corporate Risk Management Department and an enterprise-wide summary is prepared for the Senior Leadership Team at least quarterly.

The Corporate Risk Department holds a monthly risk call in which all property Risk/Safety Managers participate to discuss safety results and trends and share learnings. Annually, we hold a multi-day risk summit to share compliance and best practice updates, review overall performance and establish goals, training needs and key safety planning priorities for the coming year.

Physical Safety: All our facilities are equipped with safety equipment as mandated by law, including signage, emergency exit procedures, fire safety equipment including extinguishers, smoke detectors and sprinklers. We also equip our facilities with items to protect against safety risk, such as guardrails, anti-slip flooring and more. We monitor and maintain safety equipment in line with our safety standards. Team Members are trained in the use of safety equipment.

Safety Inspections: Work related hazards are identified through workplace inspections and safety observations using prescribed checklists. These processes are defined in Caesars Entertainment's Safety Manual used at each property, which include a step-by-step guide for completing inspections. Our standard for workplace inspections for each property is at least weekly, although many properties conduct safety inspections more frequently. On an enterprise-wide basis, the Corporate Risk Department conducts a monthly review of property implementation of workplace inspection protocols and addresses any issues arising with the relevant properties. Serious safety risks, or those that may affect compliance with OSHA regulations, are reported to Caesar Entertainment's Senior Leadership Team.

Managing Non-Compliance: Generally, our properties perform well in safety inspections and issues arising tend to be related to communications and updates to documentation rather than underlying issues with safe working practices. All findings that are not compliant with our protocols and standards are addressed with the property Risk/Safety Managers to establish corrective actions. Corrective actions are monitored until satisfactory completion.

Reporting Safety Concerns: Team Members are encouraged to report any known or recognized hazards in the workplace to their supervisor or the property Risk/Safety Manager. Team Members who report hazards are protected from reprisal through our Ethics & Compliance Hotline Policy and OSHA's Whistleblower Program. Our "Employee Right to Stop Work Policy" gives Team Members the responsibility and authority to stop work immediately, without being subject to retribution or retaliation in the event they observe unsafe practice or cannot complete their tasks safely for any reason.

Safety Management Oversight: Safety Committees at our properties use an online program to record safety management practices including regulatory compliance, workplace inspections and management of corrective actions. The results are reviewed enterprise-wide by our corporate Risk Management Department and specific issues are further investigated if required.

Safety Training: Team Members are trained upon hire and receive safety training annually, including mandatory training in line with OSHA guidance. Team Members complete annual training through our eLearning platform or in person, and additional training is provided as required to meet specific job requirements. Similarly, upon transferring to another department, Team Members undertake additional job/location-specific safety training. In addition to structured training, we maintain Team Member awareness and competencies through web-based recorded and live training, and in-person meetings led by property Risk/Safety Managers. Team Member safety training includes both safety responsibilities and practices and also detailed training on workplace hazards and prevention including slip/trip/fall hazards, fire, electrical and more.

Health Management Services

Caesars Entertainment offers Team Members valuable health and wellness resources with onsite clinics and virtual primary care.

Caesars Entertainment offers 13 onsite clinics across the company featuring full-time staff physicians or advanced practitioners, registered nurses and other clinical staff to serve the needs of our team. These clinics offer quality, convenience and affordability with low wait times. Plus, Las Vegas offers a complimentary, onsite 24/7 fitness center for Team Members including onsite and virtual exercise programs.

For Team Members without access to an onsite clinic, Caesars Entertainment provides virtual primary care via phone or video with board-certified physicians 24/7 with little to no wait times. Team Members can establish care with the same healthcare provider virtually, when and where they need it.

Health Management Services

We strive to provide our Team Members and their families with the opportunity and tools to help promote happy, healthy lives at work and at home. Our health and wellness benefits include:

- **Caesars Entertainment Health & Wellness Benefits:** This best-in-class offering gives eligible Team Members access to a variety of affordable healthcare plans, including choice in insurance carrier options for medical, dental and vision coverage. We harmonized benefit programs across our pre-merger legacy companies onto a single platform. Team Members have multiple options to tailor available benefits to meet their needs while also enjoying flexibility in what they spend for coverage and healthcare for themselves and their families. Team Members enjoy full transparency around the value of their health coverage, enabling them to know exactly how much the Company contributes to their benefits in addition to their own personal contribution. With the Caesars Entertainment Health and Wellness Benefits program, Team Members can make informed decisions about their healthcare coverage and even earn discounts on additional programs such as home, car and pet insurance.
- **Wellbeing for Team Members:** In addition to healthcare coverage, we maintain a wellbeing program that encourages Team Members to be mindful of their whole health and invest in their own wellness and resilience across five pillars of wellbeing.

Five Pillars of Wellbeing:

Physical, Mental, Emotional, Interpersonal and Financial

Our wellbeing program incentivizes participation by offering a discount on medical premiums for completing certain health screenings. Team Members have access to a wide range of options, including free on-site and virtual fitness, dieticians, and robust diabetes and hypertension management programs, to maintain or improve their health and wellbeing across the five pillars of the program.

Supporting Team Members in Need

It's when Team Members suffer hardship or simply challenges in managing their day-to-day responsibilities that our support can be most significant. We aim to be there for our Team Members when it counts. Our primary channels for offering assistance to Team Members include:

- **Employee Assistance Program (EAP):** Caesars Entertainment maintains a robust EAP which is available to all Team Members as well as members of their immediate household. Household members includes partners, roommates, lodgers or others living under the same roof; the EAP is not restricted to direct family members. The program offers confidential support through a mobile app, text, phone, video or in person and covers assistance ranging from information relating to available social services, healthcare, mental health counseling or any other personal problem that may affect a Team Member’s wellbeing.

- **Caesars Cares:** We support Lifeboat Inc. Caesars Cares, an assistance fund to support Caesars Entertainment Team Members across the U.S. who suffer hardships. The fund is a registered 501(c)(3) nonprofit and receives donations from the general public, at times including our Board of Directors, executives, business partners and Team Members. For more information, visit: <https://www.caesars.com/CARES>

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Our investment in occupational health and safety and in wellness programs for the benefit of our Team Members and their families contributes to advancing a healthy society in support of SDG #3.

GOVERNANCE OF HEALTH, SAFETY & WELLNESS

Overall accountability for our health & safety policies and programs rests with our corporate-level Risk Management Department, which is part of our legal department, led by our Chief Legal Officer. Wellness programs are overseen by a member of our Senior Leadership Team, our Chief Administrative and Accounting Officer, supported by our Human Resources teams.

VALIDITY

This Position on Health, Safety & Wellness:

- Refers to the health, safety & wellness of Caesars Entertainment’s Team Members and those who work at our facilities (including contractors). For information on guest safety, please see [Our Position on Guest Experience](#).
- Includes all Caesars Entertainment corporate divisions and owned and operated hospitality facilities. We aim to achieve the same standards of health, safety & wellness at managed and joint venture (tribal) destinations.
- Has been approved by Caesars Entertainment’s Senior Leadership Team and the CSR Committee of the Board of Directors.

RELATED DOCUMENTS

For annual updates on our health, safety, & wellness activities, please see our [CSR Report](#).

Last Updated

September 2022



See our annual CSR Report:

www.caesars.com/corporate/corporate-social-responsibility/csr-reports