

“As an operator of international venues and a worldwide exporting technology supplier, we recognize our responsibility towards our approximately 21,000 employees as well as customers around the globe. Driven by our sustainable business strategy, we are strongly committed to ESG issues.”

Johannes Gratzl, Executive Board Member



ADVANCING SUSTAINABILITY

LOWERING CARBON EMISSIONS

NOVOMATIC is aware that the way in which a Company handles energy, CO₂ emissions, waste and water consumption has a major impact on the environment. The main priority for NOVOMATIC is to keep consumption of all resources as low as possible in both manufacturing and gaming facility operations.

NOVOMATIC aims to continuously reduce its absolute and relative energy use, as well as Scope 1 and 2 CO₂ emissions. The Company continues to increase use of energy from renewable sources, including generating electricity via solar panels in Australia. In Spain, Basque Gaming and Salones Macao already use 100 percent renewable energy. In the UK, the Company is expanding its vehicle fleet with hybrid cars. In addition, NOVOMATIC facilities worldwide are adopting LED lighting.

REDUCING RESOURCE CONSUMPTION & WASTE

NOVOMATIC is committed to minimizing its environmental footprint through efficient handling of energy and resources, as well as by reducing the waste and emissions that it produces. The Company strives to make positive contributions to environmental protection using both production and operational measures.

Evaluation of previous years shows clearly that the majority of waste produced is non-hazardous. The goal is to continue to reduce total and relative waste volume in the future.



STRENGTHEN DIVERSITY, EQUITY & INCLUSION

STRENGTHENING EMPLOYEE DEI

NOVOMATIC's principles include promoting diversity and equality for all groups, regardless of age, ethnicity, religion, gender and sexual orientation. Embracing diversity, integration and equal opportunities is a basic principle of the NOVOMATIC corporate culture. Doing so also provides a decisive competitive edge for sustainable corporate success. For years, the Code of Conduct, valid for the entire Group, has stated that any type of discrimination within the Company or towards third parties (e.g. customers, suppliers) has no place at NOVOMATIC.

NOVOMATIC acknowledges that it is responsible for creating fair working conditions when hiring and selecting personnel, during career development, as part of the compatibility of family and career, and as part of generation management. NOVOMATIC Americas has a people first, multicultural diversity and inclusion strategy in the U.S. market which has enabled the Company to attract and retain a robust and diverse workforce that represents its country, customers and community well. In job postings, NOVOMATIC uses gender-neutral language and offers applicants the option to use a third gender (m/f/d where "d" stands for diverse). Currently, 56 percent of NOVOMATIC employees are women.

The Company also continued the employee connection programs NOVOSilver Family and NOVOMoms & Dads. In Austria, NOVOMATIC continues to use the job platform WiSR to find and hire older applicants for their technical experience and expertise.

INCREASING BOARD & MANAGEMENT DIVERSITY

In 2020, 39 percent of the NOVOMATIC's management positions were made up of women.



INVESTING IN COMMUNITIES

ADDRESSING CRITICAL COMMUNITY NEEDS

NOVOMATIC's commitment is to contribute to society by sponsoring activities, donations and volunteering. The Company is an active and responsible corporate citizen and invests in its local communities by promoting valuable partnerships and sustainable initiatives. As an international industry leader, NOVOMATIC takes social responsibility seriously. In addition to its economic and regional importance for the economy, the labor market and tax revenue, NOVOMATIC makes an important contribution to society with its social commitment. The Company focuses sponsorship efforts on problem gambling prevention and player protection, sports and competition, art and culture, and strengthening the economy.

In selecting which projects to support, NOVOMATIC looks for international and regional connections, promotion of education and talent, and long-term cooperation in place of short-term activism.

Biometric System

One NOVOMATIC innovation in the area of responsible entertainment is the NOVOMATIC Biometric Systems (NBS). This biometric system allows for unique authentication of registered customers using fingerprints and offers the advantage of fully automated access. The advantage for player protection is its unique allocation of biometric data to a registered guest. This means vulnerable groups, such as minors and customers who have been banned from this location, can be quickly identified and excluded.



RESPONSIBLE LEADERSHIP

PROTECTING & EMPOWERING CUSTOMERS

NOVOMATIC creates suitable framework conditions to keep gaming fun. The Company prevents minors and other vulnerable groups from using its products through innovative technology. NOVOMATIC welcomes clear legal regulations and is only active in regulated gaming markets.

At NOVOMATIC, Responsible Entertainment covers measures for gaming addiction prevention in the gaming segment as well as measures in the sports betting, lottery and online gaming segments. Responsible Entertainment is a key element in the implementation of business activities at NOVOMATIC.

Responsible gaming initiatives at NOVOMATIC include implementation of Responsible Entertainment employee training, gaming venue visits and workshops in cooperation with the Gesellschaft für Spielerschutz und Prävention (Society for Player Protection and Prevention, GSP), and development of a comprehensive social program for sports betting businesses together with GSP.

TRAINING EMPLOYEES

NOVOMATIC makes sure its employees are well trained in player protection and that they pay close attention to identifying problematic behavior and act accordingly.

INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

NOVOMATIC understands that prevention and player protection is not just important on-site at gaming facilities. It also takes on central importance in connection with sustainable funding. NOVOMATIC uses long-term partnerships to support initiatives that deliver important scientific information and help improve treatment options. Recently, the Company sponsored the Medical University of Vienna's research on addiction and addiction therapies.