

Rank Environmental Policy

PURPOSE

The Rank Group Plc ('Rank' or 'the Group') is committed to conducting its business in an environmentally responsible manner. We recognise the importance of protecting the environment and minimising our impact on natural resources. This policy outlines our environmental commitments and expectations for all employees.

The environmental commitments outlined in this policy have been informed by the Paris Agreement of limiting global warming to 'well below 2°C' above pre-industrial levels by 2050. The policy has also been informed by the Task Force on Climate-related Financial Disclosures ('TCFD'), under which we assess transition and physical climate-related risks in order to establish material risks and address them within our environmental commitments.

SCOPE

This policy applies to all Rank employees, third parties, contractors, sub-contractors, suppliers, and anyone else employed directly or indirectly by the Group must comply with this policy.

In establishing our environmental commitments, we consulted with employees on their views on environmental issues through surveys. In assessing our value chain impacts, we considered our environmental expectations of the third parties we work with, and we engaged directly with suppliers as part of our Scope 3 emissions assessment. Our expectations for suppliers regarding sustainability are documented in our Supplier Code of Conduct.

ENVIRONMENTAL COMMITMENTS

- Reduce our carbon footprint: We have set a Group Net Zero target of 2050, with an interim target for all operations to reach net zero on Scope 1 and 2 emissions and selected Scope 3 emissions by 2035. We aim to reduce our greenhouse gas emissions through energy efficiency measures, renewable energy adoption, and by implementing carbon emissions reduction programmes across our value chain.

- Conserve water: We will implement water conservation practices to minimise water usage in our operations.
- Minimise waste: We are committed to reducing, reusing, and recycling waste generated by our operations.
- Promote sustainable sourcing: We require suppliers to minimise their environmental impact and strive for continuous improvement in their environmental performance with appropriate policies and systems in place.
- Promote environmental awareness: We will raise awareness for responsible environmental practices across our workforce, including consideration for energy consumption, resource conservation, and good waste management.

ROLES AND RESPONSIBILITIES

Rank's Chief Executive has overall accountability for the implementation and enforcement of this policy. The Board, through the ESG & Safer Gambling Committee, is responsible for oversight of all ESG matters, including environmental issues.

- **Management is responsible for:**
 - Developing and implementing environmental management systems and procedures.
 - Setting clear environmental targets and monitoring progress towards achieving them.
 - Providing adequate resources for environmental initiatives.
 - Ensuring compliance with environmental regulations and industry best practices.
 - Communicating environmental performance to stakeholders.
 -
- **All employees are responsible for:**
 - Understanding and complying with this policy and relevant environmental regulations.
 - Minimising energy consumption and waste generation in their daily activities.
 - Reporting any environmental incidents or concerns to management promptly.
 - Participating in environmental training and awareness programs.

REPORTING AND COMMUNICATION

Rank will report on its environmental performance annually, including key performance indicators and progress towards our objectives. This information will be shared with our stakeholders in our Sustainability Report and Annual Report, available publicly on our [website](#).

POLICY COMPLIANCE

All Rank employees, third parties, contractors, sub-contractors, suppliers, and anyone else employed directly or indirectly by the Group must comply with this policy. This policy, alongside related policies, is available to access on our website.

This policy will be reviewed on a regular basis to ensure that it continues to be relevant to the business and its operations and supports and encourages a high standard of environmental performance across our operations.

This policy has been approved by Richard Harris, CFO, on 11 June 2025.

EXCEPTIONS

Any exceptions to this policy must be approved in advance by the ESG team.

POLICY NON-COMPLIANCE

If you become aware of non-compliance with this policy, please report it to the Rank ESG team.

RELATED POLICIES

- [Waste Management Policy](#)
- [Water Stewardship Policy](#)
- Supplier Code of Conduct