

# OUR CODE OF COMMITMENT

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## **A COMMITMENT TO ALL OUR EMPLOYEES TO TREAT THEM WITH RESPECT AND PROVIDE SATISFYING CAREER OPPORTUNITIES:**

- We invest in our employees by providing excellent pay and valuable benefits, including health insurance and a retirement plan. And we share our financial success through bonuses for frontline employees.
- We encourage professional and personal growth through tuition reimbursement, on-the-job training, career development, and promotion from within.
- We actively seek and respond to employee opinions on all aspects of their jobs, from the quality of their supervisors to the quality of our casinos.
- We value employees from every possible background, and who approach issues and problems from different perspectives.

## **A COMMITMENT TO ALL OUR GUESTS TO PROMOTE RESPONSIBLE GAMING:**

- We do not cash payroll, welfare, or unemployment checks.
- We have a process to deny casino play privileges and access to credit, check-cashing, and casino promotions.
- We display toll-free helpline numbers for problem gambling in our ads, brochures, and signs, and we provide financial support for those helplines.
- We train our employees about the importance of responsible gaming, and how to offer help to customers who may need it.
- We emphasize to our employees that casino gaming is an adults-only activity, and require them to be vigilant in preventing individuals under the legal age from playing at our casinos.
- We restrict the placement and content of our advertising and marketing materials to age-appropriate venues and messages.

## **A COMMITMENT TO ALL OUR COMMUNITIES TO HELP MAKE THEM HEALTHY AND VIBRANT PLACES TO LIVE AND WORK:**

- We conduct our business with honesty and integrity, and act in accordance with the highest ethical and legal standards.
- We share our financial success with our communities by donating a portion of company profits to community and charitable causes.
- We encourage our employees to volunteer in community and charitable causes.
- We value the diversity and vitality of the communities in which we operate, and are committed to supporting a wide range of local businesses, charitable organizations, and community groups.

## **A COMMITMENT TO RESPONSIBLE STEWARDSHIP OF THE ENVIRONMENT:**

- We invest in sustainable practices that increase energy efficiency and water conservation.
- We commit ourselves to measurable reductions in greenhouse gas emissions.
- We promote recycling and waste reduction at all our properties.

The Harrah's Code of Commitment governs the conduct of our business. It's a public pledge to our employees, guests, and communities that we will honor the trust they have placed in us. Harrah's®, Caesars®, Horseshoe®, Bally's®, Flamingo®, Planet Hollywood®, Grand Biloxi®, Harveys®, The Quad®, Paris®, Rio®, Showboat®, Roadhouse®, O'Sheas®, Bill's®, Total Rewards®, World Series of Poker®.