



PURE
CANADIAN GAMING

The logo features the word "PURE" in a large, white, sans-serif font. The letter "U" is stylized with a red maple leaf inside its upper curve. Below "PURE", the words "CANADIAN GAMING" are written in a smaller, white, all-caps, sans-serif font. The background of the entire image is a close-up photograph of hands playing cards on a green felt table.

PEOPLE, COMMUNITIES & PLANET

ABOUT US

At PURE Canadian Gaming, we are committed to our People, our Communities, and our Planet; we are dedicated to being a responsible business, an employer of choice, and a supportive member of our diverse communities.



OUR VALUES

EXCELLENCE

we present our people, products and environments with excellence and pride. Our high standards are carefully designed to exceed expectations and create delight and loyalty.

OWNERSHIP

we treat our guests, each other, and our facilities with the care and concern of a business owner. Engaged team members contribute energy, ideas, and feedback that help us grow and improve our business.

TEAMWORK

we willingly share our time, people, energy, information, and resources. From our front-line teams, our properties, and our corporate team, we communicate and collaborate freely to ensure we get the job done well. We combine efforts to contribute to our communities.

RESPECT

guests, team members, regulators and suppliers should all feel welcome, valued, and safe at our locations. We hire the best and strive to include everyone in our success.



BIG PICTURE – OUR PILLARS

PURE Canadian Gaming’s sustainability strategy and focus can be summarized under each of these pillars

- **PEOPLE** – Our teams and partners
- **COMMUNITIES** – Our guests, neighbors and stakeholders
- **PLANET** – Our footprint, sustainable practices and initiatives

PEOPLE

We promote the wellbeing of our People by striving to be the employer of choice. We dedicate our time and resources to support programs that strengthen our Communities. Our policies and practices support diversity, equity and inclusion; from recruitment to training and development and recognition. We value the rich diversity of our teams and their valuable contributions to our business. We are proud of the service we provide to our guests and each other.





HEALTH AND WELLNESS

WE ARE COMMITTED TO OUR TEAM MEMBERS' HEALTH AND WELLNESS BY PROVIDING COMPETITIVE BENEFITS AND ACCESS TO PROGRAMS, SERVICES AND RESOURCES.

OVER 50% OF OUR EMPLOYEES ARE ENROLLED IN OUR HEALTH BENEFITS PLAN

OUR COMPANY-PAID, CONFIDENTIAL EMPLOYEE & FAMILY ASSISTANCE PROGRAM IS AVAILABLE TO 100% OF OUR EMPLOYEES.

OUR TEAMS

PURE Canadian Gaming is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.



OUR TEAMS

At PURE, we attract, recruit and hire the best.

We provide training, development opportunities and recognition for our team members and are committed to a healthy and safe work environment.

We highly value the contributions from our diverse workforce and encourage open feedback. We listen and respond with transparency and integrity.



OUR TEAMS

We Train, Develop & Recognize

We provide on the job training, supervisor and manager development programs and recognition for our team members.

Recognition programs include Employee of the Month & Year and Leader of the Quarter.

We are committed to a healthy and safe work environment. Our policies, procedures and Health & Safety Committees contribute to a safe environment.

We highly value the contributions from our diverse workforce and encourage open feedback. We listen and respond with transparency and integrity.



OUR TEAMS

Workforce

We value the rich diversity of our teams. From ages 18 to 81, representing many cultures, experiences and perspectives, our teams demonstrate engagement and commitment to our guests, each other and our communities.



OUR TEAMS

Diversity in Leadership

Women in Leadership at PURE:

- 80% Vice President and above

PURE is committed to diversity and values individual contributions.

“The quality of our thinking will determine the quality of our future.”

Dr. Edward de Bono



COMMUNITIES

Our guests are like family.

We offer our guests only the BEST service. PURE's Values and consistent Service Standards training are key to how we excel in how we treat our guests every time they visit our properties.





COMMUNITIES

OUR CONTRIBUTIONS

We value every team member's contribution; we recruit excellent candidates, provide comprehensive training, development, and recognition.

Through Alberta's charitable gaming model, Pure Casinos hosts over 725 local charities every year and contributes over 52 million dollars directly back into our communities to support non-profit programs and organizations annually.

We volunteer our time and efforts to support organizations that provide needed services, and we encourage our team members to volunteer their time by organizing events and activities to help those in need. We actively and positively contribute within the neighborhoods and communities that we live in and serve.

LOCAL PROJECTS, COMMUNITY & CHARITY SUPPORT

We believe in healthy, safe communities and involve ourselves by participating in and hosting events and activities that support these objectives.

EDMONTON POLICE FOUNDATION

RONALD MCDONALD HOUSE

HABITAT FOR HUMANITY

HOPE MISSION



ANTI-MONEY LAUNDERING (AML)

AML Certification is the AGLC's Anti-Money Laundering training program.

The program has been developed to educate all registered casino gaming workers within Alberta, including specified AGLC employees, on the topic of Money Laundering. The information in AML Certification provides all Registered Gaming Workers with exposure to the possibilities of money laundering related to cash transactions within a casino environment.

AML Certification is mandatory for all individuals exposed to the potential risk of money laundering or terrorist financing activities within a casino or REC. This includes Registered Gaming Workers who are employed in a casino or Racing Entertainment Centre and key personnel of the AGLC.

It is a condition of all Registered Gaming Workers registration to have valid AML certification. All Registered Gaming Workers are required to recertify every 2 years.



RESPONSIBLE GAMBLING

GameSense – At PURE, we fully support responsible gaming and AGLC’s Game Sense program. With representatives at each of our properties, GameSense advisors provide excellent support to players by helping them understand the odds of winning, learn about chance vs skill-based games, dispel commonly held gambling myths and to know where to find the tools and resources needed to play better.

For most players, gambling is an affordable form of entertainment. For those, however, who find themselves gambling too much, players may choose voluntary self-exclusion.

AGLC’s Annual Responsible Gaming Week connects PURE and GameSense advisors to focus on healthy behaviors and support.





RESPONSIBLE GAMING

Voluntary Self-Exclusion is a program designed to help individuals honor their personal commitment to take a break from gambling. The program offers durations ranging from six months to indefinite, depending on the jurisdiction. It can be applied to facilities with slot machines, table games or bingo in Alberta, British Columbia and Ontario, and internet gambling sites in British Columbia and Ontario.

Self-exclusion begins as soon as a person signs up and cannot be changed or cancelled until the chosen term has expired. The program is a personal choice and cannot be imposed on an individual.

All gaming team members are trained to recognize the differences between healthy and at-risk gambling behavior and also learn how to appropriately respond if someone at their facility appears to have a problem with gambling.

Resources are readily available for problem gaming or gambling addiction both through GameSense, Alberta Health Services and the Canadian Mental Health Association.

GOVERNANCE



We commit to the highest standards of professional conduct and corporate governance. We value and maintain our relationships with the AGLC, our external auditors, board members and owners and strive to exceed expectations. At PURE, integrity is vital, and we maintain practices, policies and procedures to support this.

Our policies support a safe and positive working environment. Review, training and acknowledgement of key policies such as Anti-Bribery and Anti-Corruption, Whistleblower, Violence & Harassment Prevention, Discrimination Prevention are provided to all PURE team members annually.

Corporate practices and procedures safeguard privacy of information and security of PURE's data. Regular training in cyber awareness is conducted with all appropriate team members to increase knowledge and understanding of cyber threats and mitigate risks.

PURE reports quarterly to the external Audit Committee, Board of Directors and Advisors.

PLANET

We commit to doing our part to protect our Planet by minimizing our environmental impact. This includes partnerships with environmentally conscious vendors, energy efficient choices and sustainable practices at our properties. From minimizing waste to composting and recycling programs, LED lighting to efficient HVAC systems, we strive for continuous improvement everywhere we can.





ENERGY & WASTE MANAGEMENT

40% LED LIGHTING
WITH GOAL OF COMPLETION
BY 2025

WASTE DIVERSION – ALL FOOD
WASTE IS DIVERTED FROM
LANDFILLS THROUGH OUR
COMPOSTING PROGRAM

SINGLE-USE PRODUCTS –
REPLACED WITH SUSTAINABLE
ALTERNATIVES AT ALL
PROPERTIES