



# RULES OF PLAY

## Our Human Rights Policy

**Effective Date:** 4.13.23

**Scope:**

This policy applies to all team members and every person and company with whom we do business.

**Purpose:**

At Dave & Buster's, our respect for human rights begins with our commitment to providing inclusive fun for all and treating everyone with dignity and respect. But it doesn't end there. It also means living our Core Values in our interactions with others every day. Our enterprise human rights policy governs how we treat each other – from our Guests and D&B and Main Event team members to our business partners and people at every level of our supply chain.

We believe that as a team, we are better together and will win only through our people. We believe that going above and beyond to take care of our Guests with a “You got it!” attitude. We believe in coming together every day to play our hearts out and making moments memorable. We believe that every Team Member should speak up so we can all work together to raise our game and be game changers.

Our Code of Business Conduct and Ethics (our “Code”) sets forth our shared responsibility to act with honesty and integrity and abide by all applicable laws and regulations. Our Code embodies the recognition that everything we do in connection with our business must reflect the highest possible standards of ethical business conduct and that all persons are to be treated with respect and dignity. We also expect our independent contractors, consultants, agents and sales representatives who represent us to apply the same high standards while working on D&B business. Our vendors and suppliers are also expected to live up to the spirit of these policies and are expressly required to honor the provisions of our Supplier Code of Conduct. In essence our entire enterprise is governed by these two Codes and the principles set forth in them.

This policy aims to protect you, our Company and our partners. Violators of this policy may be subject to immediate termination or other disciplinary action, loss of business, and potential civil or criminal action by government enforcement agencies.

**Policy:**

Here are the rules:

1. **Everyone deserves an equal opportunity.** A diverse workforce made up of team members who bring a wide variety of skills, abilities, experiences and perspectives is essential to our success. We are committed to providing equal employment opportunity in all employment activities, including but not limited to recruiting, hiring, benefits, leaves of absence, training, transfer, promotion, job assignments, compensation, coaching and correction action, and termination decisions. This commitment means we do not discriminate based on anyone's race, color, religion, creed, gender, sexual orientation, gender expression or identity, age, physical or mental disability, pregnancy (including childbirth, lactation, and related medical conditions), national origin, genetic

information or ancestry, military or veteran status, citizenship, marital status, veteran or family medical leave status, or other status protected by local, state or federal law. We ask our team members to report violations whether it involves team members, guests, or our business partners, suppliers and vendors.

2. **Everyone deserves respect in and out of the workplace.** Every team member and business partner has a right to a work environment free from harassment and bullying, regardless of whether the person doing the harassing or bullying is a co-worker, supervisor, manager, vendor, guest, business partner, or visitor. Harassment can include any behavior that creates an intimidating, offensive, abusive, or hostile work environment. Unlawful harassment includes harassment based on race; color; religion; creed; gender; sexual orientation; gender expression or identity; age; physical or mental disability; pregnancy (including childbirth, lactation, and related medical conditions); national origin or ancestry; citizenship; marital status, veteran, and family medical leave status; or any other status protected by state, federal, or local law(s). Our Core Value of “Better Together” requires us all to adhere to high standards of respect and civility toward each other, our guests, and our business partners.
3. **We provide safe work and fair pay.** We prioritize safety, and we expect our leaders and business partners to honor all safety laws and regulations and to be conscientious about providing safe workplaces to their teams. We also want all team members to be fully and fairly paid for all of the time they work. We expect our leaders and business partners to honor equal pay laws, legal requirements concerning breaks and meal periods, minimum wage requirements, overtime pay obligations, rules relating to timely delivery of an employee’s paycheck, and all other laws and regulations relating to ensuring that employees receive full and fair pay. We strictly prohibit anyone from asking you to give up your rights under safety or wage and hour laws and regulations, and we expect our leaders to know what these laws and regulations require and honor them at all times.
4. **We are responsible members of the communities we serve.** Living our culture pillars requires that we give back to and stay connected with the places where we live and work.

**This means we are committed to improving the social fabric of our communities.** Our core value of “Better Together” requires that we do business in a way that promotes respect for all people. We will not do business with organizations that employ or condone unfair labor practices anywhere in the world. We partner with suppliers who share our commitment to ethical business conduct, fair labor practices, proven environmental, health, and safety practices, and environmental sustainability. We also specifically condemn human trafficking, domestic violence and abuse of child labor.

**This also means we are committed to being good environmental stewards.** We are committed to conducting business in a sustainable and environmentally responsible manner. We encourage all team members, suppliers and other business partners to seek ways to proactively address our environmental impacts. We also work together to ensure we are conducting business in compliance with all applicable laws and in a manner that is protective of the environment. Additionally, team members, suppliers, and other business partners whose work directly affects environmental compliance are trained on and expected to be familiar with the permits, laws, and regulations that apply to their work.

Wherever practicable, we seek to reduce the environmental impact of our operations, improve energy efficiency, increase water conservation, and reduce and recycle waste – and we have many programs in place to promote continued commitment to these principles.

**We also give back.** Although we invest time and resources in many charitable causes, we have two main causes we focus our efforts to support: Make-A-Wish and our Buster’s Legacy Fund, which provides relief to Dave & Buster’s team members when they are experiencing hardship. We also support our team members serving on boards of local not-for-profit or community organizations or local chapters of similar national organizations. We recognize the importance of involvement in our local communities through these types of service.

5. **Everyone has a stake.** Our Board of Directors has adopted this policy and is responsible for overseeing it. Our General Counsel oversees implementation of this policy and reports to the Board and its committees on our progress and significant issues. And while all Dave & Buster’s team members and business partners bear responsibility for honoring our Codes of Conduct and this policy, they also are invited – along with any other stakeholders, including our guests, shareholders and leaders of the communities we serve – to help us evolve, develop, implement, and evaluate the effectiveness of our Code and this policy.
6. **This policy can be updated at any time.** This policy may be modified and changed, without notice, at any time by Dave & Buster’s. Nothing in this policy creates a contract of employment or alters any team member’s at-will employment status.

#### **Questions, or Want to Report a Violation?**

If you have questions about this policy, please contact our General Counsel or a member of our Legal Team. And if you wish to report a concern or potential violation of this policy, you can report your concern through our third-party Silent Whistle hotline 888-400-4445 or <https://daveandbusters.alertline.com> (you may even report anonymously if you wish), or report concerns directly to our Board of Directors through our website at <https://ir.daveandbusters.com/corporate-governance/contact-the-board>.