

## **BOYD GAMING CORPORATION**

### **PROCUREMENT POLICY**

#### **I. Scope and Application**

This Procurement Policy (“Policy”) is adopted by Boyd Gaming Corporation (“BGC”) and its subsidiaries (collectively “Boyd Gaming” or the “Company”) in accordance with the BGC Gaming Compliance and Reporting Plan, as amended from time to time (“Plan”). This Policy shall apply to all Boyd Gaming entities and each of its directors, officers, employees, and agents (“Covered Persons”). Boyd Gaming operates in multiple jurisdictions and considers investment opportunities both domestically and internationally as a regular part of its business development efforts. This Policy shall be adopted and enforced by the Company throughout its business operations and considered as part of the evaluation and implementation stages of all business development efforts undertaken on behalf of the Company.

#### **II. Compliance with Laws and this Policy in Procurement**

All Covered Persons shall comply with and shall require each of the Company’s Suppliers to comply with this Policy and the expectations and requirements it sets forth. “Suppliers” includes suppliers of goods, products, and services, vendors, contractors, service providers, and their business partners and any similar party (collectively “Suppliers”).

All Covered Persons shall comply with and shall require each of the Company’s Suppliers to comply with applicable laws and regulations, whether federal, state or local, that impact procurement, responsible sourcing, supplier diversity and inclusion, and supply chain management. This Policy shall be implemented in harmony with the Plan. In any case where there is a conflict or identified inconsistency between this Policy and the Plan, the Plan shall govern.

Boyd Gaming chooses its Suppliers carefully, and expects that they will satisfy contractual requirements, comply with laws and regulations, and act in a way consistent with the principles and values of this Policy. Boyd Gaming operates in many locations that are subject to state or local laws regarding procurement. Where any state or local law differs from the requirements set out in this Policy, Suppliers must meet the higher standard.

All Suppliers may be subject to business reviews and/or background checks as may be required by Boyd Gaming or regulators in the states where we operate.

#### **III. Supplier Inclusion**

Boyd Gaming is committed to creating opportunities for businesses of all backgrounds, including small and mid-sized businesses; minority-owned business enterprises (MBEs) and/or women-owned business enterprises (WBEs); disabled and/or disadvantaged business enterprises; veteran-owned business enterprises; and businesses owned and operated by members of the LGBTQ community. Suppliers are encouraged to follow the same approach with regard to their suppliers.

Boyd Gaming will comply with all laws encouraging business with local and disadvantaged business enterprises. Boyd Gaming shall fully comply with requirements set by gaming regulators to verify the

certified status of disadvantaged businesses, track related expenditures, and provide periodic reports on such expenditures.

#### **IV. Human Rights**

Boyd Gaming shall comply with the following policies and expects its Suppliers to do so as well. Boyd Gaming encourages Suppliers to have verification processes in place to ensure compliance. Irrespective of any local laws governing jurisdictions where goods are manufactured, assembled, or produced Boyd Gaming requires all of its Suppliers to comply with the below requirements. Boyd Gaming reserves the right to request certification from any Supplier that the goods provided do not violate any of the below requirements:

##### **Forced Labor**

All Suppliers must ensure that no forced labor, including bonded, indentured, involuntary servitude (including instances of involuntary prison labor) or coerced labor is used. Suppliers must take reasonable measures to ensure that all of their employees have voluntarily accepted the terms of their employment.

##### **Child Labor**

Boyd Gaming will not conduct business with any Supplier that uses child labor (for purposes of this policy “child” is defined any person under the age of 16). Boyd Gaming will not accept goods of any nature that result from the exploitation or abuse of minors (collectively “Exploitive Labor”). Boyd Gaming distinguishes between Exploitive Labor and legal seasonal employment and/or apprenticeship, externship, internship, and workforce development Plan where students and participants engage under the close supervision of trained professionals in governmentally sanctioned/certified/funded training programs.

##### **Employment Conditions**

Suppliers will comply with applicable laws regulating work hours, wages and benefits. Employees must be paid in a timely fashion that meets or exceeds legal minimum standards. Suppliers are responsible for ensuring that the conditions where their goods are produced or assembled are safe and free from known hazards including documented unhealthy levels of heat, cold, noise, vibrations, and or hazardous substances.

##### **Harassment & Discrimination**

Suppliers must not discriminate against workers and other stakeholders, including customers and business partners, on the basis of veteran status, race, color, national origin, ancestry, sex, pregnancy, gender identity or expression, transgender status, age, sexual orientation, religion, disability, perceived disability, genetic information, marital status, lawful migrant status, or other similar factors in hiring, terms and conditions of work, or other employment practices. Suppliers must recognize the right of all workers to equal opportunities in all aspects of employment, including benefits, remuneration, training, evaluation of the quality of their work, and access to professional development and advancement.

#### **V. Environmental Impact and Sustainability**

Boyd Gaming strives, and expects its Suppliers as well to strive, to reduce our environmental footprint by increasing our purchases of sustainable products and to reduce the amount of waste sent to landfills through our waste diversion and recycling initiatives. Boyd Gaming actively seeks out and partners with Suppliers that share our commitment to protecting the environment.

#### **VI. Trade and Sanctions**

All of Boyd Gaming's Suppliers must be fully compliant with all applicable export controls, trade sanctions, customs and anti-boycott laws and regulations.

#### **VII. Enforcement**

The Board of Directors has designated the Corporate Governance and Nominating Committee (the "Committee"), through the General Counsel's office, for the implementation, administration and enforcement of this Policy; provided, however, that notwithstanding any provision of this Policy that is inconsistent with, or contrary to the Committee's scope of authority as granted under the Plan shall not be included in this Policy's scope of enforcement or otherwise overseen by the Company's management unless so directed by the Committee. Any violations of this Policy shall be reported to the Company's General Counsel and Compliance Officer.