



This document outlines the commitment to respecting and supporting internationally recognized human rights at Las Vegas Sands Corp. and its subsidiaries and affiliates, including Sands China Ltd. And Marina Bay Sands Pte Ltd. (collectively “LVS” or the “Company”).

We understand that human rights are fundamental rights and freedoms that all people are entitled to, without regard to race, color, religion, language, ancestry, age, gender, national origin, sexual orientation, gender identity, gender expression, mental or physical disability, genetic information, marital or veteran status. Widely accepted standards of fair treatment and non-discrimination include those set forth in the Universal Declaration of Human Rights (UDHR); International Covenant on Civil and Political Rights (ICCPR); the International Covenant on Economic, Social and Cultural Rights (ICESCR); and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

These fundamental labor principles include the prohibition of child labor, the prohibition of forced labor in all forms, freedom of association and the right to make free decisions regarding collective bargaining, and protection from discrimination. Discrimination includes employment decisions based on personal characteristics that are unrelated to the ability to do one’s job, including race, color, gender, gender identity, national origin/ancestry, citizenship, religion, age, maternity, marital status, indigenous status, social origin, disability, sexual orientation, membership in workers’ organizations including unions, and political affiliation.

Equal remuneration of our Team Members is of great importance to us. It is our goal to ensure fair, competitive compensation around the world. Therefore, Team Member compensation is based on the qualification and performance required for a specific position, regardless of gender or other diversity factors.

We commit to going beyond respecting human rights where we have a positive impact and seek to prevent or mitigate adverse human rights impacts in our direct operations. We do this by conducting proactive due diligence and complying with the United Nations Guiding Principles on Business and Human Rights (UNGPs). Where we are directly linked to human rights impacts through our business relationships, we will seek ways to positively influence the human rights actions of our business partners, including our suppliers.

Las Vegas Sands is committed to upholding the highest ethical standards and meeting or exceeding all applicable laws and regulations wherever we operate. In cases where local laws are in conflict with international human rights standards, we comply with applicable laws while seeking ways to meet the underlying international human rights principles.

We focus our efforts in three core areas:

1. **Team Members:** At Las Vegas Sands, we recognize that our Team Members are one of our greatest assets and our business is most successful when they are treated with dignity and respect.

2. **Guests:** As part of our company purpose as the pre-eminent developer and operator of world-class Integrated Resorts, we are committed to respecting and promoting our guests'/customers' human rights.
3. **Suppliers:** We are committed to operating with integrity and this extends to our supply chain. We require our suppliers to provide fair and safe working conditions for all workers and to treat their employees with dignity and respect. We conduct reasonable due diligence and address the adverse human rights impacts of our supply chain and our operations.

IMPLEMENTATION

Respect for human rights is expressed in our company's workplace policies and practices, including the following:

- A. **Code of Business Conduct and Ethics**, which embodies our renewed and steadfast commitment to the highest standards of professional conduct in every way and every place we do business.
- B. **Supplier Code of Conduct**, which outlines our commitment we require of our suppliers regarding human rights, labor rights, health and safety, the environment, and ethics and compliance.
- C. **Anti-Corruption Policy**, which outlines our commitment to complying with all applicable anti-corruption laws, regulations, and policies.
- D. **Reporting and Non-Retaliation Policy**, which outlines our commitment to prohibit any form of retaliation against anyone who in good faith makes a complaint, raises a concern, provides information or otherwise assists in an investigation or proceeding regarding any conduct that he or she reasonably believes to be in violation of our Code of Business Conduct and Ethics, Company policies, or applicable laws, rules, or regulations.
- E. **Anti-Human Trafficking Policy**, which outlines our commitment to eliminate human trafficking, including sex trafficking, slavery, forced, involuntary or coerced labor, and child labor from our operations and global supply chain.
- F. **Anti-Harassment and Non-Discrimination and Policies**, which outline how we do not tolerate discrimination or harassment in the workplace, as well as our commitment to base employment decisions on merit, considering qualifications, skills, or achievements.

REPORTING

The Ethics Hotline is a confidential website and telephone line, operated by an external third-party vendor that allows you to report concerns 24 hours a day. If you prefer, the Ethics Hotline allows you to report concerns anonymously. However, providing your name and contact information allows us to contact you directly for further information as we investigate your concern, which may expedite the time it takes us to respond.

Contact information for the Ethics Hotline:

United States	888-469-1536 www.lvscethics.com
Macau	0800-111 Followed by 888-418-1029 www.lvscethics.com
Singapore	800-011-1111 SingTel or 800-001-0001 StarHub www.lvscethics.com

RESPONSIBILITIES

Las Vegas Sands Team Members are responsible for upholding the Company's commitment to human rights across our business operations. We foster compliance with these policies by providing thorough training for all Team Members during our annual Code of Business Conduct and Ethics review and hold all Team Members accountable for adhering to the Code.

We regularly communicate our work. We regularly communicate our work in human rights to the board, investors, and the public.

We keep our policies and practices relating to human rights under continuous review, recognizing the need to stay vigilant in a rapidly changing and challenging world.