

HUMAN RIGHTS STATEMENT

Respect for human rights is a fundamental value of Boyd. We believe in the principles of equality and non-discrimination and are committed to treating all individuals with respect and dignity. These rights and principles apply equally and universally in all locations around the world, irrespective of legal framework.

We support the fair treatment of humans in accordance with the United Nations Universal Declaration of Human Rights (UDHR), Guiding Principles on Business and Human Rights (UNGPs) and the International Covenants on Civil and Political Rights and Economic, Social and Cultural Rights; and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Boyd strives to use our influence and business relationships to promote the opportunity for all people throughout our value chain to exercise and enjoy their fundamental human rights. This statement applies to all of Boyd's employees worldwide, contingent workers, candidates for hire and others working on Boyd's behalf. We also expect these same commitments to be shared and upheld by our supply chain and business partners.

We further demonstrate and communicate Boyd's commitment to human rights to our employees, business partners, and the public via the Boyd Code of Business Conduct (available in eight languages); Supplier Code of Conduct; Anti-Slavery and Human Trafficking Statement; Diversity, Inclusion and Harassment Policy; and our various health and safety policies.

Our efforts to promote human rights and fair labor focus on the following priorities (in alphabetical order):

Child Labor. Boyd complies with all local applicable laws and regulations relating to hiring minors and verifying the age of employees at the time of hire.

Community Engagement. Boyd is committed to corporate social responsibility and doing the right thing in business and in the communities in which we reside. We actively encourage our employees to provide charitable support and make a difference in their local communities.

Diversity and Inclusion. Boyd believes in purposeful inclusion and valuing the diversity of our employees and the people with whom we conduct business. We prohibit any forms of discrimination and harassment regardless of a person's gender, race, color, ethnic background, age, religion, national origin or ancestry, ethnic background, sexual orientation, gender identity, disability, pregnancy, marital status, veteran status, citizenship, genetic information or any other characteristic protected by law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at Boyd is qualifications, performance, skills and experience.

Forced Labor and Human Trafficking. We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Freedom of Association and Collective Bargaining. Boyd respects the ability of employees to choose whether or not to join unions and engage in collective bargaining without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue and bargaining in good faith with their freely chosen representatives.

Respectful Workplace. We ensure all employees and anyone doing business with Boyd are treated with respect and dignity.

Safe and Healthy Workplace. The safety and health of our employees is of the utmost importance. Our goal is to provide a safe and healthy workplace and to comply with internal requirements and applicable health and safety laws and regulations. Boyd strives to maintain a safe, healthy and productive workplace free from violence, harassment, intimidation or other unsafe or disruptive conditions, and to promptly address and remediate any identified risks of accidents, injury and health issues.

Sustainability. We recognize that we must be responsible for environmental stewardship and the efficient and wise consumption of resources. Boyd endeavors to conduct operations in a manner that minimizes the impact on the environment and to use resources efficiently, minimize waste, and reuse or recycle whenever possible.

Work Hours, Wages and Benefits. We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable fair labor, wage, work hours, overtime and benefits laws.

We will continue to improve due diligence throughout our business to proactively assess, identify, prevent and mitigate actual and potential adverse human rights impacts to stakeholders across our value chain. In addition, various reporting and grievance mechanisms are available for all employees and third parties across our value chain, including our secure and anonymous Ethics Line which is operated by an independent third party. When adverse human rights impacts are uncovered due to our business activities or in connection with our operations, Boyd is committed to taking prompt and transparent remediation action in a fair and equitable manner.

Boyd acknowledges that respecting human rights is a significant challenge and progress will be made through a journey of collaboration and engagement with our stakeholders. Where appropriate, Boyd will continue to seek meaningful consultation and engagement with important external stakeholders, governments and civil society organizations to make progress in addressing issues. Our Board and executive team are committed to overseeing, tracking and prioritizing human rights across our global business.