

# CORPORATE GIVING GUIDELINES

*One student mentored. One drop of water conserved. Every act makes an impact and furthers our long-standing commitment to being a good corporate citizen.*

## Overview

To maximize our relationships with community partners, we have established the following guidelines covering our strategic corporate philanthropy focus and eligibility criteria for consideration of an engagement with Sands. Though we rarely fund unsolicited proposals, we welcome requests if the organization falls squarely within our strategic focus areas and meets the eligibility criteria outlined below.

## Corporate Philanthropy and Community Engagement Priorities

Sands' purpose is to create positive economic impact through high-value tourism, making our regions better places to live, work and visit. Our community engagement and charitable giving program, Sands Cares, works to drive impact and inspire change in local regions through initiatives that extend and support our company's purpose, as defined by our corporate responsibility platform:

### People

We aim to be the employer of choice leading the hospitality and tourism industry in our regions by:

- Ensuring a **thriving workforce** built on integrity and opportunity at each of our properties
- Supporting our **Team Members' personal, professional and financial well-being**

### Communities

We create optimum conditions for high-value tourism in the regions we serve by:

- Ensuring **regional viability** through support for organizations/causes that:
  - Provide shelter, food and services to address social problems and underserved populations
  - Assist in creating community resiliency and supporting adequate response to disaster situations
  - Provide community safeguards through programs that address responsible gaming, the prevention of financial crimes and counter-human trafficking
- Creating a **thriving local hospitality industry** by supporting organizations/causes that:
  - Advance education (all levels), especially in the hospitality arena
  - Empower a strong and diverse workforce
  - Support local business/SMEs serving the hospitality industry
- Preserving **regional culture and heritage** by supporting organizations/causes that:
  - Promote and celebrate local culture and heritage
  - Assist in attracting local tourism through promotion of the region's unique identity

### Planet

We ensure the long-term environmental health of our regions as sustainable tourism destinations by:

- Investing in programs that **preserve the natural resources** of local regions
- Supporting education and awareness programs that help **minimize impact on the local environment**

## Eligibility Criteria

### We only consider organizations that:

- Address the focus areas outlined in our corporate responsibility platform under our People, Communities and Planet pillars
- Are relevant to the locations where we do business
- Make their programs available to all people regardless of race, religion, creed, gender, gender identity, sexual orientation, or nationality
- Are verifiable through government authorities (for example, the IRS if US-based) and can provide nonprofit articles of incorporation
- Can represent that they operate within the parameters of all applicable laws, including the Foreign Corrupt Practices Act.

### The following entities and causes are not eligible for philanthropic support from Sands Cares:

- For-profit organizations
- Organizations that have a written policy of discrimination, or actively discriminate, on the basis of race, religion, creed, gender, gender identity, sexual orientation or nationality
- Individuals or personal fund-raising campaigns
- Political organizations, lobby groups and candidates
- Labor unions
- Faith-based or religious organizations
- Social organizations such as fraternities and sororities
- Alumni associations
- Trade organizations

## Code of Conduct

Charitable organizations receiving our support are considered to be “Suppliers” for the purposes of adherence to the Las Vegas Sands Supplier Code of Conduct. Our Supplier Code of Conduct outlines our non-discrimination policy; environmental, health and safety standards; anti-corruption practices; maintenance of proper working conditions; adherence to human rights and child labor laws; and sustainable procurement practices. Any organization found to be in violation of our Supplier Code of Conduct will not be eligible for philanthropic support.

## Benchmarks and Key Performance Indicators

We establish measurable objectives to track and report the investments made with all organizations we support.

## Continuous Improvement

Sands recognizes that responsible corporate giving is a progressive process. We engage our partners in an ongoing dialogue to monitor performance and remain informed about opportunities to collaborate for greatest impact. We address updates to our giving guidelines as necessary to stay connected to the evolving needs of our People, our Communities and our Planet.

*Please note that Sands receives more requests than we can fulfill. If we are unable to support your organization, it is not reflective of the organization's value and contributions to our community.*