NON - DISCRIMINATION, NON - HARASSMENT AND NON - RETALIATION POLICY

I. Purpose and General Principles

Golden Entertainment, LLC, its affiliates and subsidiaries (collectively referred to as the "Company," "we," "our" or "us") are committed to providing a working environment free from discrimination and harassment as protected by law. The Company prohibits any form of discrimination or harassment based on race, color, religion, sex, gender, gender identity or expression, transgender status, LGBTQ status, pregnancy, pregnancy related condition, national origin, age, disability, FMLA status, sexual orientation, military status, marital status, or any other category or status that is now or in the future protected by state or federal law.

Discrimination activities may include any inappropriate language, expression, or conduct including, but not limited to epithets, slurs, jokes, negative stereotyping, degrading nicknames, stories, pictures, emails, text messages, voice mails, social media posts, threats or intimidation or any other verbal or physical conduct that denigrates or shows hostility or aversion towards an individual because of his/her race, color, religion, sex, gender, gender identity or expression, transgender status, LGBTQ status, pregnancy, pregnancy related status, national origin, age, disability, FMLA status, sexual orientation, military status, marital status, or any other category or status protected by state or federal. Harassing conduct includes, but is not limited to, any unwelcomed or unsolicited verbal, written, or physical act that ridicules, disparages or shows hostility or aversion toward an individual (including through e-mail or intranet) or group because of race, color, religion, sex, gender, gender identity or expression, transgender status, LGBTQ status, pregnancy, pregnancy related condition, national origin, age, disability, FMLA status, sexual orientation, military status, marital status, or any other category or status protected by state or federal.

Sexual Harassment

Sexual harassment, like all forms of harassment, is prohibited. Sexual harassment includes unwelcome, unsolicited or unwanted sexual conduct, advances, requests, inquires or favors (whether verbal or nonverbal) where: submission to such conduct is made a term or condition of a person's employment, either explicitly or implicitly; submission to or rejection of this conduct by an individual is used as a factor in decisions affecting hiring, evaluation, and promotion or other aspects of employment; or the conduct has the purpose or effect of interfering with an individual's work environment, job performance, job opportunities, generally with employment or creates an intimidating, hostile or offensive work environment. No team member is ever permitted to engage in sexual (or other) harassment in the workplace. All forms of harassment, including sexual harassment, is contrary to Company policies whether it involves harassment between a team member, harassment by a supervisor or manager, or harassment by persons doing business with or for the Company (vendors, suppliers, or guests). The policy is further outlined in the Company's Code of Business Conduct and Ethics and also the Team Members' Handbooks. Any team member who believes he/she has been subject to workplace harassment should report it immediately (refer to "Section III. Reporting Violations").

Non-Retaliation

Retaliation towards a person who reported any form of harassment or discrimination is prohibited. Our team members are prohibited from retaliating against any team members engaged in protected activity including, reporting any incident or situation of discrimination or harassment, pursuing any claim of discrimination or harassment (including filing a charge of discrimination, filing an informal complaint, or otherwise disclosing harassment or discrimination, advocating on behalf of an individual who is engage in protected activity, otherwise opposing harassment, discrimination or harassment, or otherwise participating or cooperating in any investigation of a complaint of discrimination or harassment). Any team member who believes he/she has been subjected to retaliation for engaging in protected activity should report this immediately (refer to "Section III. Reporting Violations"). Retaliation will be investigated, and appropriate discipline will be issued upon a finding of retaliation.

II. Applicability

This Policy applies to the Company's business operations and business activities conducted on behalf of the Company and extends to all aspects of employment, including recruiting, hiring, training, promotions, discipline, and other personnel actions in order to prevent from harassing, discriminating, or retaliating behavior, including via electronic or other communication media. This policy applies all the Company's employees, including any team member, officer, director, temporary employees, or any third-party engaged to provide services to the Company. Conduct in violation of this policy will not be tolerated at the Company's locations or in any other settings. Discrimination, harassment, retaliation, or other inappropriate behavior may also violate applicable federal or local law.

III. Reporting Violations

These types of behavior are unacceptable in work settings, including business trips and business-related social events. Team members are responsible for maintaining an environment free of discrimination and harassment. Any director, officer or team member who suspects a violation of this policy must report such suspected violation to the General Counsel, human resources department, or by calling the independent anonymous 24/7 ethics and compliance hotline at (844) 597-9877 or by reporting the claim at www.goldenent.ethicspoint.com. Suspected violations can also be reported through U.S. Equal Employment Opportunity Commission at https://www.eeoc.gov/ and Nevada Equal Rights Commission https://detr.nv.gov/NERC. The Company shall not take any adverse employment action, including separation, demotion, suspension, or loss of benefits, against a team member in retaliation for the team member's reporting of a concern in good faith. Nothing in this policy, however, prevents the Company from taking action against an associate who raises concern in bad faith.