



GAMBEE

CODE OF CONDUCT

JANUARY 2025



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1 FUNDAMENTAL PRINCIPLES AND VALUES

At GAMBEE d.o.o. we believe that honesty is the foundation of a successful business. All employees are expected to act with integrity and adhere to the highest ethical standards in all interactions, whether with customers, colleagues, or business partners.

Respect for human rights, as enshrined in international documents and instruments, is at the core of our business. This commitment is reflected in our respect for the dignity, personal integrity, and privacy of individuals.

We strictly prohibit any form of discrimination, harassment, or ill-treatment in the workplace. Everyone has the right to be treated with respect and without discrimination based on race, gender, sexual orientation, age, or disability. It is the duty of every employee to refrain from conduct that may adversely affect the well-being of their colleagues. We are committed to maintaining a fair and equal work environment for all employees.



2 LEGAL COMPLIANCE

We conduct our operations in strict adherence to all applicable legal norms related to the sale of gaming devices and services. This includes compliance with legislation governing gambling, consumer protection, and financial management.

We are committed to providing professional, timely, and impartial services in accordance with the principles and values outlined in this Code of Conduct.

We encourage all employees to contribute their initiatives and ideas towards continuous improvement.

3 CARE, CONFIDENTIALITY AND COOPERATION

Our service delivery is characterized by due diligence and responsibility towards our business partners, clients, and employees.

We foster mutual cooperation based on respect and consideration of diverse opinions, aimed at enhancing the value of GAMBEE d.o.o. products and services.



4 EXCELLENCE

We are committed to providing quality and safe products and services that are rigorously monitored through our quality assurance process.

We offer employees opportunities for personal and professional growth through various internal and external training programs.

5 RELATIONSHIP BETWEEN THE COMPANY AND EMPLOYEES

The relationship between the company and its employees is built on trust and fair cooperation.

Both the company and its employees recognize that upholding ethical and legal standards in the business environment is in their mutual interest.

The company strives to create a work environment that attracts highly skilled and motivated staff. It is committed to ensuring equality regardless of race, nationality, gender, sexual orientation, religion, disability, or age.

Additionally, the company is dedicated to maintaining a workplace free from discrimination, harassment, or repression.





6 HEALTH AND SAFETY AT WORK

We are committed to ensuring a safe and healthy working environment for our employees and visitors. This is achieved through continuous preventive measures, managing and eliminating work hazards, and providing comprehensive training and information to our employees.

Disregard for safety instructions and working under the influence of alcohol, drugs, or other substances is strictly prohibited, with zero tolerance.

7 ETHNICAL BUSINESS PRACTICES

Any form of bribery or extortion is strictly prohibited. This includes making or accepting harmful promises and offers, as well as giving or receiving anything of value, directly or indirectly through a third party, with the intention of obtaining an unfair advantage.

GAMBEE d.o.o. ensures that all operations are transparent and accurately recorded in the accounts. Falsification or misrepresentation of the company's results is not permitted.

We protect all confidential business information, intellectual property rights, and personal data of our employees and business partners.

8 SANCTIONS FOR BREACHING THE CODE OF CONDUCT

Any violation of this Code of conduct will be addressed in accordance with company policies and applicable laws. Employees who breach the company's ethical standards will face disciplinary action, which may include termination of employment for the most serious violations.

MANAGEMENT:

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