



IGTTM

MODERN SLAVERY STATEMENT

International Game Technology PLC

Financial year ended 31 December 2023

INTRODUCTION

“Modern Slavery” is a crime and a violation of fundamental human rights. It takes various forms including slavery, servitude, forced or compulsory labor, as well as human trafficking, all of which have, in common, the deprivation of a person’s liberty in order to exploit them for personal or commercial gain. This annual statement describes the activities that International Game Technology PLC and its subsidiaries (jointly referred to as “IGT” or the “Company”) are undertaking to prevent modern slavery in its business operations and global supply chains, consistent with the UK Modern Slavery Act 2015, which requires organizations to promote ethical business practices and policies that protect workers from being abused and exploited in their own organizations and supply chains.¹

ABOUT IGT

IGT is a global leader in gaming that delivers entertaining and responsible gaming experiences for players across all channels and regulated segments, from Lotteries and Gaming Machines to Digital Gaming and Sports Betting. Leveraging a wealth of compelling content, substantial investment in innovation, player insights, operational expertise, and leading-edge technology, the Company’s solutions deliver gaming experiences that responsibly engage players and drive growth. IGT has a well-established local presence and relationships with governments and regulators around the world, and creates value by adhering to the highest standards of service, integrity, and responsibility.

IGT had a global annual revenue in excess of \$4.3 billion and 11,016 employees at 31 December 2023.

IGT is committed to responsible gaming, giving back to the communities in which it operates, protecting the environment, and preventing and mitigating risks of human rights violations related to its global operations.

International Game Technology PLC’s ordinary shares are listed on the New York Stock Exchange.

¹ This statement covers International Game Technology PLC and all of its subsidiaries, including IGT UK Interactive Limited which met the legal threshold required to produce a modern slavery statement. All previous IGT’s Modern Slavery Statements are accessible from [IGT’s webpage](#).

IGT (Australia) Pty Limited and its wholly owned subsidiary, International Game Technology (NZ) Limited, are also required by law in Australia to publish a modern slavery statement for the 2023 financial year (1 January 2023 - 31 December 2023) accessible from the [Australian Government’s Online Register for Modern Slavery Statements](#).

International Game Technology PLC

Registered office: 3rd Floor, 10 Finsbury Square, London EC2A 1AF
Registered in England and Wales with company 09127533



SUPPLY CHAIN

IGT's supply chain is both direct and indirect. IGT's direct supply chain is associated with materials purchased for use in its own product manufacturing process which follows procedures established by the International Organization for Standardization ("ISO")². IGT's indirect supply chain consists of purchases of third-party off-the-shelf products that are typically manufactured for the general public and are used for IGT's customer solutions, as well as for internal business infrastructure.

The Company purchases most of the parts, components, and subassemblies necessary for its lottery terminals and electronic gaming machines from outside sources, and outsources the manufacturing and assembly of certain gaming and lottery terminals to third-party vendors.

IGT APPROACH TO MODERN SLAVERY

IGT has a zero-tolerance approach to modern slavery and will not support it anywhere in its business or supply chain. IGT is committed to acting ethically and with integrity in all its business dealings and relationships, and to implementing and enforcing effective systems and controls to reduce and possibly prevent the risk of the Company doing business with any entity or individual that practices, tolerates, or in any way favors modern slavery.

The Company's **Whistleblower Policy** encourages employees to raise concerns about conduct believed to be unethical, or which are potential violations of IGT's policy, regulation or law, and IGT has a strict policy prohibiting any form of retaliation or intimidation against an individual for raising a concern about potential misconduct in good faith. IGT's Integrity Line, managed and operated by an independent third-party provider, offers access for reporting suspected or known activities, actions or behaviors that may involve unethical or unlawful conduct either by phone or through a protected online portal. Any such reports could also be submitted to IGT's Compliance or Legal departments either by phone, post or email. Employees can also report suspected or known wrongdoing to the People & Transformation team or management. The reporting channels and investigation procedures described in the policy are designed and operated in a secure manner to preserve confidentiality.

IGT's **Code of Conduct**³ sets out the standards of ethics and behavior expected from its employees, directors, officers and consultants, as well as third parties, agents, or representatives who deal with or act on behalf of IGT. The Code of Conduct also sets out IGT's commitment to providing equal employment opportunity and a safe workplace for all employees, and reaffirms the Company's approach to modern slavery.

The **Human Rights Policy Statement**⁴ sets out IGT's commitment to advancing human rights within IGT and the communities in which the Company does business, particularly as they relate to the Company's employment practices and alongside the entire value chain. The policy reaffirms IGT's commitment to prohibiting child and forced/compulsory labor, providing equal opportunity in employment and a work environment that values workplace diversity and respect for all employees, as well as providing fair working conditions for all employees including terms and conditions of employment, remuneration, working hours, health and safety, holiday entitlements

² An independent, non-governmental organization made up of members from national standards bodies that develops voluntary, consensus-based, market relevant International Standards from making products to managing process, that support innovation and provide solutions to global challenges.

³ The Code of Conduct is available at [IGT's webpage](#).

⁴ The Human Rights Policy Statement is available at [IGT's webpage](#).



and benefits, subject to territory-specific labor law and/or applicable collective bargaining agreements, if any.

The **Supplier Code of Conduct**⁵ (the “**Supplier Code**”) outlines IGT’s expectations regarding the workplace standards and business practices of its suppliers, along with their affiliates, subcontractors and others who are within their supply chain. The expectations contained in the Supplier Code are essential to IGT’s decisions to enter into or extend existing business relationships with its suppliers. For example, IGT expects suppliers to share its commitment to promoting and respecting human rights and equal opportunity in the workplace; hence suppliers must ensure that they do not participate in or benefit from any form of forced labor, and that they do not exploit children and young workers.

IGT’s approach to human rights above is also reflected in the **Global Procurement Policy** which establishes guidelines and prudent business practices for all employees to exercise in the procurement process, as well as the **Global Sustainability Policy** which defines the framework for sustainability at IGT and provides a governing platform for the Company’s sustainability work in all key areas of business activity.

These policies and documents are subject to periodic reviews to ensure that they remain relevant and aligned to the business operations and requirements.

OUR EMPLOYEES

IGT values diversity and respect for all employees. The Company continuously engages in programs and initiatives in furtherance of creating a sustainable, inclusive environment of belonging where all employees are supported and can be their authentic selves at work through ongoing inclusion learning experiences, inclusive capability development, and by creating and/or updating business and people practices that facilitate equity in the workplace. IGT is actively engaged in building and sustaining a diverse and inclusive company that anticipates and meets the needs of the global customer base and the evolving demographics of the communities where its employees and customers are located. The Company is also committed to providing a work environment where everyone is treated with fairness, dignity, and respect without discrimination.

Recruitment checks are in place to minimize the risk of directly recruiting someone who is being forced to work or is being trafficked. IGT carefully monitors this area and believes that the policies and processes in place mean that the risk of forced or trafficked labor being employed directly by IGT and its employment agencies is very low. Background checks or other employment verifications are also carried out to safeguard against the risk of hiring someone under unfair conditions.

IGT is also committed to providing, maintaining and promoting a safe, healthy and productive work environment for all employees and ensuring compliance with all applicable environmental health and safety regulations, as well as developing a corporate culture that promotes physical and mental health and overall organizational well-being.

To ensure an appropriate understanding of the impact that slavery and human trafficking might have on its business and supply chains, all IGT employees are required to acknowledge the Code of Conduct as soon as they start working for the Company. IGT employees are also required to undertake annual human rights training and certification of the Code of Conduct and the Human

⁵ The Supplier Code is available at [IGT's webpage](#).



Rights Policy Statement. As part of the annual training of the Code of Conduct, employees are reminded of the various means for reporting misconduct.

SUPPLY CHAIN MANAGEMENT

While IGT recognizes that sound business relations with suppliers are essential in order to maintain a dependable, competent source of supply for the uninterrupted flow of quality goods and services, suppliers are selected and evaluated beyond their economic solidity and business reliability. As set out in the Supplier Code, IGT expects its suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards.

IGT uses a cross-functional internal team to select suppliers by conducting a risk-based due diligence (i.e., the amount of due diligence corresponds to the level of risk that the third party poses to IGT), and follows an ISO 9001 certified quality management system to manage its direct material suppliers. New suppliers are required to accept and acknowledge the code as part of the onboarding process, failing which they will not be onboarded. IGT's vendor and purchase management processes in Italy typically require non-SA8000 certified potential suppliers to complete questionnaires that include questions on the supplier's stance on child labor, forced labor, freedom of association, discrimination, health and safety, and migrant worker practices, the results of which are then fed into the supplier onboarding process to ensure that areas of greater potential exposure to modern slavery are identified and assessed for risk.

IGT requires suppliers to promptly inform IGT when any situation develops that causes them to operate in violation of the Supplier Code. In cases of non-compliance with the Supplier Code, the concerned supplier committed to correcting the non-compliance within due time will develop a remediation plan jointly with IGT. Non-compliance of the Supplier Code may lead to termination of the supply agreement, especially where severe or repeated.

IGT typically carries out reviews of strategic direct material suppliers, generally with specific reference to those with higher financial risk who provide critical goods or services to IGT's business operations. Since 2020, IGT has been integrating into these routinary investigations the analysis of suppliers' environmental and social exposure, including but not limited to, slavery and human trafficking, which may often be revealed by the violation of minimum working age standards, or by unfair wages, or by the impairment of freedom of association, or by forced labor, or by tolerance for discrimination and harassment practices. Supplier reviews were conducted on-site but also virtually in 2023, and are expected to continue in this fashion.

During 2023, IGT implemented the Environmental, Social and Governance ("ESG") supplier qualification questionnaire which focuses on eight areas aligned to the Supplier Code, including with respect to business ethics, social and inclusive supply chain, human rights, ISO certifications, health and safety, and conflict minerals. The top twenty percent of suppliers that account for eighty percent of the Company's spend (generally including direct materials, indirect materials and consumable suppliers) are required to complete and return the questionnaire annually to measure their ESG performance and track their progress towards compliance of the Supplier Code.

IGT recognizes the potential indirect modern slavery implications associated with conflict minerals (i.e., tantalum, tin, tungsten and gold) which are found in most of IGT's land-based machine products, including but not limited to, slot machines, video poker machines, video lottery terminals, electronic or video bingo machines, lottery terminals, instant ticket vending machines, and ticket scanners. Due diligence underlying IGT's separate statutory disclosure to the U.S.



Securities and Exchange Commission in its Conflict Minerals Report⁶ is designed to identify and prevent modern slavery in the relevant supply chain.

LOOKING AHEAD

While continuing to address modern slavery risk in its business operations and global supply chains as described above, IGT also aims to continue strengthening its approach to managing the risk of modern slavery within its business and supply chain and responding to changing risks by (i) driving awareness about modern slavery to its employees and engaging with them on these topics, and (ii) improving the business and supply chain risk assessment process, including addressing human rights risks.

A number of activities have been planned and/or initiated in this respect during 2024, including:

- Developing a framework for implementing a human rights due diligence process designed to identify, prevent, mitigate and account for negative human rights impacts in the Company’s own operations (as part of the IGT Sustainability Plan);
- Implementing an ISO 20400 inspired sustainable procurement process aimed at providing a strategic framework for an organization to procure responsibly, including guiding principles such as accountability, respect for human rights and ethical behavior (as part of the IGT Sustainability Plan);
- Continuing to focus on supplier due diligence and risk management on sustainability topics through the ESG supplier qualification questionnaire;
- Defining and, where possible or relevant, implementing remediation plans for suppliers with lower ESG performance score following the annual ESG supplier qualification questionnaire assessment;
- Continuing with the supply chain mapping as part of the Company’s efforts to define and implement a responsible supply chain management process; and
- Where necessary or relevant, applying IGT’s Enterprise Risk Management process for further ESG risk evaluation on selected suppliers.

KEY PERFORMANCE INDICATORS – 2023

<i>Incidents or cases concerning modern slavery, including in the supply chain, reported via IGT’s Integrity Line or other similar tools described in this statement</i>	<ul style="list-style-type: none"> • None identified; No clues detected that might suggest an increase in the likelihood or severity of modern slavery risks in IGT’s business and supply chain, which remain both low
<i>Percentage of employees who completed the Code of Conduct certification</i>	<ul style="list-style-type: none"> • 100%
<i>Percentage of employees who completed the Human Rights training and the Human Rights Policy Statement certification</i>	<ul style="list-style-type: none"> • 98.96%

⁶ The latest Conflict Minerals Report is available at [IGT’s webpage](#).



Number of cases of material non-compliance of the Supplier Code

- None identified
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APPROVAL

This statement is made by International Game Technology PLC in accordance with section 54 of the Modern Slavery Act 2015 and has been reviewed and approved by the board of directors of International Game Technology PLC on 9 May 2024.

Marco Sala

Executive Chair

for and on behalf of International Game Technology PLC

Date: 9 May 2024

ⁱ This Modern Slavery Statement contains certain statements regarding IGT's targets, goals, commitments, initiatives and objectives, which are based on current beliefs of the management of IGT as well as expectations of, assumptions made by, and information currently available to, management and may include standards of measurement and performance that are either developing or are based on assumptions. The expectations in these statements are subject to various risks, uncertainties, changes in circumstances and other factors, many of which are outside IGT's control. Although we assume the expectations in these statements are realistic, we can neither guarantee nor promise they will be realized or, even if substantially realized, that those results will have the expected consequences and effects. Therefore, you should not place undue reliance on such statements.