



## *IGT Supplier Diversity Commitment Letter*

### **Diversity, Equity and Inclusion at IGT**

With approximately 10,500 employees across the globe, IGT is committed to ensuring that IGT's workforce and its business practices reflect the diversity of the global customers and communities we serve. IGT's dedication to diversity, equity and inclusion extends to all corners of our business, including leadership, employees, business operations, product development, procurement and more.

### **Supplier Diversity**

IGT works to create mutually beneficial business relationships with diverse suppliers that strengthen the communities in which we operate. As described in IGT's [Supplier Code of Conduct](#), we are committed to developing mutually beneficial relationships with certified diverse suppliers regardless of race, color, religion, gender, sexual orientation, gender identity or expression, pregnancy, marital status, national origin, citizenship, covered veteran status, ancestry, age, physical or mental disability, medical condition, genetic information, or any other legally protected status in accordance with applicable local, state, and federal laws.

As a government contractor, IGT also makes various commitments to utilize certain certified diverse suppliers.

IGT defines diverse suppliers as for-profit businesses with physical locations in the U.S. or one of its trust territories. Businesses must be 51% or more owned, controlled and operated by women, racial or ethnic minorities, LGBTQ+ (lesbian, gay, bisexual, transgender and queer) people, veterans, persons with disabilities, as well as persons from other underrepresented groups recognized by local laws or regulations, such as disadvantaged businesses.

### **Primary Objectives of Supplier Diversity at IGT:**

- Provide opportunities to diverse suppliers that satisfy our procurement and contractual standards, as well as state requirements binding IGT to source from Minority Business Enterprises (MBE), Women Business Enterprises (WBE), Historically Underutilized Businesses (HUB) and other certified diverse suppliers.
- Actively and routinely source qualified Diverse Suppliers that can provide competitive and high-quality products and services for IGT.

- Encourage strategic suppliers that do not qualify as a Diverse Supplier to commit to and support their own supplier diversity initiatives.

**To achieve these objectives, IGT is committed to:**

- The inclusion of identified certified diverse suppliers in all addressable requests.
- Referring to 3rd party certification or 3rd party network to validate diverse standing. Accepted certifications and networks include, but are not limited to:
  - National Minority Supplier Development Council (NMSDC) or a regional affiliate
  - Women’s Business Enterprise National Council (WBENC)
  - National Gay Lesbian Chamber of Commerce (NGLCC)
  - Disability:IN
  - U.S. government agency (City, County, State or Federal)
- Conducting an annual assessment on our non-diverse suppliers to qualify those which have high performance in engaging diverse suppliers of their own.

Supplier Diversity provides businesses with a strategic opportunity to promote innovation and source high quality goods and services to generate value throughout the value chain. This is why IGT Procurement and Diversity, Equity & Inclusion teams are working together to foster an industry leading Supplier Diversity program.

*Brian Blake*

Brian Blake (Sep 28, 2023 10:31 EDT)

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Brian Blake  
Vice President  
Diversity, Equity & Inclusion

*Dorothy Costa*

Dorothy Costa (Sep 28, 2023 11:34 PDT)

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Dorothy Costa  
Senior Vice President  
People & Transformation

*Bryce Smith*

Bryce Smith (Oct 13, 2023 09:51 PDT)

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Bryce Smith  
Vice President & Chief Procurement Officer