

Human Rights Policy Statement

Introduction

At International Game Technology PLC and its subsidiaries (together, “IGT” or the “Company”), respect for human dignity and welfare is among our core tenets. We believe that all people are entitled to basic rights as humans, and that our organization can only truly prosper in communities that adhere to this fundamental precept. As a global company, we recognize our responsibility to promote these values and contribute to bringing about meaningful impact in the world.

International references

This Policy Statement sets out IGT’s commitment to advancing human rights within the Company and the communities in which we do business, particularly as they relate to our employment practices, and alongside the entire value chain. The Principles outlined herein are principally informed by the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the ILO Fundamental Conventions, the United Nations (UN) Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the UN Global Compact, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the UN Declaration on the Rights of Indigenous Peoples.

Our commitment to advancing human rights is further exhibited in our Code of Conduct and other policies and practices on specific issues. Those standards are to be read in conjunction with the general Principles outlined in this Policy Statement.

IGT is committed to respecting the Principles contained in this Policy Statement in all its policies, practices, and dealings. The IGT Human Rights Policy Statement provides information about commitment, responsibilities, and behaviors in relation to human rights, required from all employees, directors, officers, and consultants, and expected from third parties, agents or representatives who deal with or act on behalf of IGT and its controlled affiliates, as enshrined in our Supplier Code of Conduct. Our employees, consultants, and contractors are to abide by these Principles in all that they do on behalf of the Company.

As it must, IGT follows all applicable laws and regulations in the locations in which it operates. In the event of a conflict between our Principles and any local laws, regulations, and/or applicable collective bargaining agreements, we may be compelled to yield to the latter. In such an event, IGT will seek to uphold these Principles to the greatest extent possible.

Specific progress is marked year over year in IGT’s contribution to the global commitment to eradicate modern slavery and human trafficking, particularly since the UK Modern Slavery Act came into effect in late 2015, which we apply to our world-wide operations.

Governance

This Policy Statement has been developed by targeted IGT cross-functional working groups focusing on the promotion of human rights within the Company boundaries and across the entire supply chain. This Policy Statement has been reviewed and approved by the Sustainability Steering Committee under the oversight of the Nominating and Corporate Governance Committee. The Internal Audit (IA) department is responsible for auditing adherence to the Policy Statement throughout the Company’s operations.

Our Principles

In all that we do, IGT strives to meet our responsibility to uphold human rights by acting in accordance with the following Principles:

Child Labor

We believe that all children have the right to receive an education and to enjoy their youth. Exploitation of children is antithetical to human progress. Therefore, IGT prohibits the employment of any person under the age of 18 or under the minimal working age that may apply based on local labor legislation, if higher, for any purpose other than educational, and strictly prohibits any minor from engaging in work which requires exposure to hazardous conditions.

Forced or Compulsory Labor

Forced or compulsory labor is an affront to basic human dignity. Our policy is to ensure that all people possess freedom of choice and movement in working in partnership with IGT on mutually agreed terms. We strictly prohibit any form of forced or compulsory labor, including but not limited to compulsory prison labor, indentured or bonded labor, and any form of slavery or human trafficking.

Disciplinary Practices

IGT demands that all employees be treated with dignity and respect. We have zero tolerance for the use of corporal punishment, mental or physical abuse, or other forms of inhumane treatment towards our employees.

Diversity

Diversity and inclusion are part of what makes IGT a thriving organization. We strive to include and elevate persons of all backgrounds, as diversity of experience and perspective give rise to a richer corporate culture. Not only is this good corporate citizenship, but it is also pivotal to operating a modern, visionary organization in an ever-changing world.

Non-Discrimination

We condemn any form of discrimination, harassment, or bullying in our interactions, whether aimed at coworkers, applicants, customers, or members of the public. Every person is to be treated with the utmost respect and decency.

Wages & Hours

IGT compensates its employees in compliance with all applicable laws, regulations, and collective bargaining agreements, and strives to be mindful of their need to attend to personal needs and desires. We also believe in equal pay for work of equal value based on objective assessments of work performed. Our practices are informed by the laws, regulations, and applicable collective bargaining agreements where work is performed, as well as our own internal values.

Freedom of Association & Collective Bargaining

IGT recognizes the right of our employees to form and join unions, as well as the right to collectively bargain through a legally recognized organization. IGT condemns efforts to harass, intimidate, or retaliate against anyone based on their decision on whether to engage in such activities. We are committed to negotiating in good faith with a union's authorized representatives to ensure our mutual success.

Health & Safety

The health and safety of our employees is a guiding value of our Company. Our commitment is to comply with all applicable laws, regulations, and supplemental internal guidelines, while continuously improving our industry-leading practices. We also endeavor to instill a culture of vigilance, and employees are encouraged to bring any workplace concerns to our attention, so that identified risks can be investigated and remediated.

Privacy

Safeguarding the privacy of personal data entrusted to us is critical to maintaining trust and personal dignity. We recognize that the modern world has generated enormous challenges concerning the generation and dissemination of information. Our commitment is to conscientiously collect, utilize, and store data in compliance with all relevant laws and Company policies.

Corruption

Corruption is a major roadblock preventing people and communities from reaching their full potential, as it cripples our institutions and degrades our values. IGT observes all relevant laws and regulations in the places in which it operates and implements extensive internal safeguards against unscrupulous practices.

Human Rights & the Environment

IGT believes that protecting the environment is vital to protecting human beings and promoting human rights. In addition to ensuring compliance with all relevant laws, we are committed to implementing sustainable practices through our programs to reduce emissions and energy consumption and increase energy efficiency. Such programs are administered in accordance with responsible and careful management of manufacturing processes, distribution activities, and material use. Finally, IGT minimizes the impact of waste production and ensures the efficient use of water. We are continuously evaluating our practices in order to ensure that we are being good stewards of the environment.

Human Rights & the Community

We are continuously mindful that our activities impact the communities in which we operate. IGT is committed to respecting local rights and helping communities flourish. Accordingly, we strive to be a good neighbor and partner by actively engaging in communications with stakeholders and undertaking efforts to positively impact local educational, social, and economic development. In addition, our approach includes working to identify, assess, and mitigate potential adverse impacts on human rights from our operations.

Rights of Indigenous Peoples

IGT respects and promotes the rights, the territories, and the customs of Indigenous people around the world. We cherish a very close relationship with Indian Country in the American continent. Our long-standing partnerships have assisted Tribal Governments, Indian Country, Indian People, and native groups in advancing their sovereignty, as well as their economic and social development.

We believe that Indian and other indigenous people have the right to preserve their unique customs, traditions, and institutions free from interference, while enjoying the rights available to all others in broader society free from discrimination. We are committed to maintaining a constructive dialogue to address concerns regarding potential detrimental impacts of our operations on these communities.

Implementation and monitoring

IGT is committed to conducting due diligence throughout our operations to actively assess and avert potential human rights issues. We are also dedicated to identifying and investigating any potential failures to respect our Principles, as well as remediating any substantiated deviations therefrom.

Employees who are aware of perceived violations of this Policy Statement should immediately report the incident to any member of IGT's management team, People & Transformation, or to the Integrity Line (managed and operated by an independent third party), which can be accessed via the following:

Online Portal:

<https://igt.integrityline.org/>

Phone:

From the United States and Canada: 1-888-807-4832

From Italy: 800194674

From all other locations, first call the country-specific AT&T Direct Access Code found at <https://www.business.att.com/bt/access.jsp> and then call 888-807-4832.

Agents and representatives of IGT, third parties, and members of the public are also encouraged to report any perceived violations of our Principles to our Integrity Line, and reports to the Integrity Line can remain anonymous if desired.

Any allegation of a human rights violation brought to the Company's attention will be promptly investigated. It is expected that all parties cooperate with the investigation process. Retaliation against any individual for reporting a perceived human rights violation will not be tolerated. Individuals who are not themselves complainants, but who assist in an investigation, will also be protected from retaliation.

IGT implements this Policy Statement by practicing the Principles in the conduct of our business, training employees in their application, and taking appropriate disciplinary action, up to and

including termination of employment, for violation of this Policy Statement (except where prohibited by law or contrary to local collective bargaining agreements).

Internal and external communication and training

Paramount to our Human Rights Policy Statement is communicating our approach to human rights to our people, in order to strengthen our Company culture and sensitivity regarding the principles we believe in. Besides disseminating this Policy Statement within our Company, we are committed to delivering human rights training to all our colleagues, to instill within them the goal of continued human rights promotion. As part of our human rights strategy, we publish this Policy Statement on our website to encourage our suppliers and our customers to observe our principles as well.

Our long-term vision

Our ambition towards the promotion of human rights leads IGT to uphold these principles in all of our operations and throughout our value chain. We believe all companies should embrace human rights promotion as an essential commitment for a safer and fairer working environment for all individuals in every country.

IGT reserves the right to amend this Policy Statement at any time, and nothing herein shall be read as constituting a contract between IGT and any employee, including any agreement which alters any employees at-will status. Acts outlined herein that may result in employee disciplinary action do not limit IGT's right to discipline for conduct not specifically described in this Policy Statement.