



MODERN SLAVERY STATEMENTⁱ

of International Game Technology PLC (with its subsidiaries, “IGT” or the “Company”)
for the financial year ended 31 December 2021

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. The UK government is committed to tackling modern slavery in all its forms and the UK Modern Slavery Act 2015 requires organizations to promote ethical business practices and policies that protect workers from being abused and exploited in their own organizations and supply chains.

In accordance with the UK Modern Slavery Act 2015, IGT published its first Modern Slavery Statement in June 2017.¹ This annual statement, covering International Game Technology PLC and all of its subsidiaries,² describes the activities that IGT is undertaking to prevent modern slavery in its business operations and global supply chains. IGT (Australia) Pty Limited and its wholly owned subsidiary, International Game Technology (NZ) Limited, were also required by law in Australia to publish a modern slavery statement for the 2020/2021 financial year (1 July 2020 - 30 June 2021).³

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 sports betting and digital. 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. The Company has a well-established local presence and relationships with governments and regulators in more than 100 countries 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 billion and approximately 10,500 employees across the globe as of 31 December 2021.

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 is listed on the New York Stock Exchange.

¹ All IGT’s Modern Slavery Statements are accessible from here: <https://www.igt.com/explore-igt/about-igt/global-responsibility/modern-slavery-act>

² Including relevant group companies which meet the legal threshold required to produce a modern slavery statement, i.e. IGT UK Interactive Limited.

³ <https://modernslaveryregister.gov.au/>



IGT 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", an independent, non-governmental organization made up of members from national standards bodies, that develops international standards and specifications for products, services and systems, to ensure quality, safety and efficiency). 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. Suppliers are mainly based in the United States, Mexico, Trinidad and Tobago, Canada, South Korea, United Kingdom and China.

In 2020, IGT initiated a restructuring plan aimed at optimizing its global supply chain and footprint as well as achieving efficiencies in order to fulfill future demand for its products. As part of the plan, IGT contracted worldwide manufacturers that are experts in the field and excel at sourcing and assembly activities. The plan was substantially completed as of the first quarter of 2021. 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 lottery terminals and portions of gaming products 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 company that practice modern slavery.

IGT's Code of Conduct⁴, shared with all employees, 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 a safe workplace for all employees. IGT expects all employees to play their part in ensuring they have the right equipment, training, and knowledge to create a safe work environment.

IGT's Supplier Code of Conduct⁵ (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. IGT requires suppliers to acknowledge that they share the commitments listed in the Supplier Code. In 2021, the Supplier Code was sent to 1,633 existing and new suppliers. The expectations contained in the Supplier Code are essential to IGT's decisions to enter into or extend existing business relationships with its suppliers. IGT expects its suppliers to share its commitment to promoting and respecting human rights and equal opportunity in the workplace. For example, suppliers are restricted from, amongst other things, exploiting children and young workers and participating in or benefitting from any form of forced labor. Suppliers are also required to promptly inform IGT of any actual or

⁴ The Code of Conduct is available at: <https://www.igt.com/explore-igt/about-igt/compliance>

⁵ The Supplier Code is available at: <https://www.igt.com/explore-igt/about-igt/global-responsibility/supplier-code-of-conduct/>



potential violation of the Supplier Code. In the event of an actual violation, IGT and the concerned supplier will develop a remediation plan. Breaches of the Supplier Code may lead to termination of the supply agreement, especially where severe or repeated.

In 2021, IGT adopted a Human Rights Policy Statement⁶ to help govern its approach to human rights and modern slavery as part of its commitment to responsible business. The policy statement 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 statement also reaffirms IGT's commitment to 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 and benefits, subject to territory-specific labor law and/or applicable collective bargaining agreements, if any. Due to the nature of the business operations at IGT's printing facility in Lakeland, Florida, IGT achieved the SA8000 certification (i.e., a certification program created by Social Accountability International, a global non-governmental organization advancing human rights at work, which provides a framework for organizations to conduct business in a way that is fair and decent for workers) for the site, evidencing IGT's commitment to social accountability and to treating its employees ethically and in compliance with global standards.

REPORTING CONCERNS

IGT operates an Integrity Line, which is managed by an independent third-party provider, to collect reports of suspected or known activities that may involve unethical or unlawful conduct. Employees are encouraged to raise questions about the integrity of management or any employee that are not consistent with IGT's policy (including the Code of Conduct), and to raise concerns about workplace conditions that could have a potential adverse impact on the health, safety, or well-being of IGT employees or third parties. There are also global phone lines and an email address to submit any such reports to IGT's Compliance team. All reports to the Integrity Line can remain anonymous if desired, and IGT has a strict policy prohibiting any form of retaliation or intimidation against an individual for raising a concern about potential misconduct.

DUE DILIGENCE PROCESSES

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 follows an ISO 9001 certified quality management system to manage its direct material suppliers, 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 implements means to reduce the risk of modern slavery from occurring in its supply chain.

⁶ The Human Rights Policy Statement is available at: <https://www.igt.com/explore-igt/about-igt/global-responsibility/valuing-and-protecting-our-people>



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 the assessment are then fed into the supplier on-boarding process to ensure that areas of greater potential exposure be identified and assessed for risk.

With respect to IGT's employment practices and its value chain, recruitment checks are in place to safeguard human rights, minimizing 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.

RISK ASSESSMENT AND MANAGEMENT

IGT performs reviews on strategic direct material suppliers, generally with specific reference to those with high financial risk who provide critical goods or services to business operations. Since 2020, IGT has been integrating environmental and social criteria, including those related to human rights respect, to the review checklist. Whilst the COVID-19 pandemic continued in 2021 to impact IGT's operations and stakeholders, including employees and customers, supplier reviews were completed both on-site and virtually, and IGT expects on-site reviews to return to pre-pandemic levels in 2022.

During 2021, IGT continued its efforts in implementing a responsible supply chain management by initiating a risk-based supply chain mapping. The first step of such exercise involved an analysis of potential risk factors related, for example, to the business, geography, and strategic importance for IGT. A preliminary risk level shall then be assigned to each supplier or each category of suppliers.

IGT also recognized the potential modern slavery risk 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 Report⁷ contributes to the identification and prevention of modern slavery in the relevant supply chain.

No incidents or cases concerning modern slavery were reported via IGT's Integrity Line or other similar tools during 2021, nor were any 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.

⁷ The latest Conflict Minerals Report is available at: <https://ir.igt.com/esg/governance-documents/default.aspx>



TRAINING

Training is a fundamental way of raising awareness and ensuring that people understand the importance of a particular issue. To ensure an appropriate level of understanding of the impact that slavery and human trafficking might have in 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 have also been required to undertake annual training and certification of the Code of Conduct.

2021 ACTIONS AND LOOKING AHEAD

To summarize, the following key actions were taken by IGT in 2021 to strengthen its approach to manage modern slavery risks:

- The Code of Conduct was updated to appropriately reflect and keep in line with applicable laws, regulations and market practice;
- The Supplier Code was translated into other languages and made available on IGT's website;
- The Human Rights Policy Statement was adopted and made available on IGT's website;
- Virtual reviews were conducted on selected suppliers where on-site reviews were not practicable due to the pandemic; and
- Supply chain mapping exercise was initiated on vendors.

IGT 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 or carried out during 2022, including:

- To continue with the human rights assessment and supply chain mapping activities;
- To increase the focus of supplier due diligence and risk management on sustainability topics and implement virtual and/or desktop-based risk assessment procedures where appropriate;
- To implement employee training on human rights/modern slavery, including on the Human Rights Policy Statement and on anti-harassment and non-bullying;
- To make available the Human Rights Policy Statement in other languages on IGT's website;
- To assess local practices in relation to the principles outlined in the Human Rights Policy Statement; and
- To maintain IGT's zero-tolerance approach to modern slavery.



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 5 May 2022.

A handwritten signature in black ink, appearing to read "Marco Sala", is written over a horizontal dashed line.

Marco Sala

Executive Chair

for and on behalf of International Game Technology PLC

Date: 16 May 2022

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.