



I G T (Australia) Pty Ltd

ACN 002 904 690

Board Resolution

Board Resolution

We, being all of the directors of I G T (Australia) Pty Ltd (the **Company**), are in favour of the following resolutions:

Approval of Modern Slavery Statement

1. That the Modern Slavery Statement annexed to this resolution is approved as the modern slavery statement for the Company for the purpose of the Modern Slavery Act 2018 (Cth).

Separate copies of this document may be used for signing by directors.

Dallas Orchard

Dallas ORCHARD

20/12/2024

Claudio DEMOLLI

12/17./2024



Annexure: Modern Slavery Statement

The modern slavery statement for the Company is set out on the following 6 pages.



MODERN SLAVERY ACT STATEMENT

Of IGT (Australia Pty Limited and its subsidiary International Game Technology (NZ) Limited, hereafter “IGT” for the calendar 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 and compulsory labour, 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 is the fifth year IGT is publishing its Modern Slavery Statement in accordance with the Modern Slavery Act 2018 ('the Act'). The Act sets out Australia's legislative framework for preventing modern slavery in large organisations and their supply chains. This statement discloses the processes that are in place at IGT to ensure that modern slavery is not taking place in any of its supply chains or in any part of its business.

ABOUT IGT

International Game Technology Plc (09127533) (“**IGT PLC**”) is a public limited company incorporated in England and Wales with its ordinary share capital listed on the New York Stock Exchange. IGT PLC and its subsidiaries (“**The Company**”) had a global annual revenue of US\$ 4.3 billion as of 31 December 2023. Through its group companies, IGT PLC provides the government-sponsored and commercial gaming industry with solutions for gaming, lotteries and interactive products. The Company is a global organisation operating in a complex and highly regulated business environment with 11,016 employees across the globe as per December 31st, 2023. The Company 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.

IGT (Australia) Pty Limited (ACN 002 904 690) is a proprietary limited company incorporated in Australia with 270 employees, registries office: Level 5, Building B. 11 Talavera Road, Macquarie Park, New South Wales, 2113, Australia. IGT (Australia) Pty Limited's line of business includes the manufacture and supply of machines, systems and related parts to gaming venues in Australia and New Zealand. IGT (Australia) Pty Limited is a wholly owned subsidiary of International Game Technology (CZ491-1980) (“**International Game Technology**”) which is a corporation incorporated in Las Vegas, Nevada, United States. In turn, International Game Technology is a wholly owned subsidiary of IGT PLC.

In addition, IGT (Australia) Pty Limited is a wholly owned subsidiary of International Game Technology (NZ) Limited (381296) (NZBN: 9429039488442) a registered New Zealand limited company, registered office Level 4, 40 Lady Elizabeth Lane, Wellington, 6011 (*being the address of Bell Gully's Wellington office premises*) (“**NZ subsidiary**”). The NZ subsidiary derives revenue from the sale of gaming machines, systems and related parts and has 1 employee.

SUPPLY CHAIN

IGT PLC's supply chain is both direct and indirect. IGT PLC'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**”)¹. IGT PLC's indirect supply chain consists of purchases

¹ 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.



of third-party off-the-shelf products that are typically manufactured for the general public, and are used for IGT PLC's customer solutions, as well as for internal business infrastructure.

IGT APPROACH TO MODERN SLAVERY

As a member of the IGT PLC group of companies, IGT has 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 of its business dealings and relationships, and to implementing and enforcing effective systems and controls to reduce and possibly prevent the risk of IGT doing business with any companies and practice it.

Through its zero-tolerance approach to modern slavery, IGT remains dedicated to working toward the goal of eliminating any possible breaches of human rights through its supply chain.

The Company's Whistleblower Policy encourages employees to raise concerns about conduct believed to be unethical, or which are potential violation of IGT PLC'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 PLC'S Integrity Line, managed and operated by an independent third-party provider, offers access for reporting suspected or known activities, actions or behaviours 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 PLC's Compliance team 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 PLC's **Code of Conduct**² shared with all employees, sets out standards of ethics and behaviour expected from the employees, directors, officers, and consultants, as well as third parties, agents, or representatives who deal with or act on behalf of IGT PLC. The Code of Conduct also sets out IGT PLC's commitment to providing equal employment opportunity and a safe workplace for all employees and reaffirms the Company's approach to modern slavery.

Our **Human Rights Policy Statement**³ sets out IGT PLC's commitment to advancing human rights within IGT PLC 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 PLC'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 and benefits, subject to territory-specific labor law and/or applicable collective bargaining agreements, if any.

The Supplier Code of Conduct (the "**Supplier Code**⁴") outlines IGT PLC'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 PLC's decisions to enter into or extend existing business relationships with its suppliers. For example, IGT PLC expects its supplies to share its commitment to promoting and respecting human rights and equal

² The Code of Conduct is available at [IGT PLC's webpage](#).

³ The Human Rights Policy Statement is available at [IGT PLC's webpage](#).

⁴ The Supplier Code is available at [IGT PLC's webpage](#).



opportunity in the workplace; hence suppliers must ensure that they do not participate in or benefit from any form of force labor, and that they do not exploit children and young workers.

IGT PLC'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 PLC 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 PLC 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 PLC 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 PLC 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 PLC 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 PLC 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 level of understanding of the impact that slavery and human trafficking might have in its business and supply chains, all IGT PLC employees are required to acknowledge the Code of Conduct as soon as they start working for the Company. IGT PLC employees have also been required to undertake annual human rights training and certification of the Code of Conduct and the Human 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 PLC 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 PLC expects its suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards.



IGT PLC 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 PLC'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 PLC 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 PLC. Non-compliance of the Supplier Code may lead to termination of the supply agreement, especially where severe or repeated. Non-compliance with the Supplier Code may lead to termination of the supply agreement, especially where severe or repeated.

IGT PLC typically carries out reviews on strategic direct material suppliers, generally with specific reference to those with higher financial risk who provide critical goods or services to IGT PLC's business operations. Since 2020, IGT PLC has been integrating into these routinary investigations the analysis of suppliers' environmental and social exposure, including but not limited to modern slavery and human trafficking, which may often be revealed by the violation of minimum age standards, or by unfair wages, or by the impairment of freedom of association, or by forced labour, 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 PLC 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 PLC 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 PLC'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 PLC's separate statutory disclosure to the U.S.

Securities and Exchange Commission in its Conflict Minerals Report ⁵ is designed to identify and prevent of 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 PLC 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)

⁵ The latest Conflict Mineral Report is available at [IGT PLC's webpage](#).

improving the business and supply chain risk assessment process, including addressing human right 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 behaviour (as part of the IGT Sustainability Plan);
- Continuing to focus of 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 PLC's Enterprise Risk Management process for further ESG risk evaluation on selected suppliers.

APPROVAL

This statement is made jointly by IGT (Australian) Pty Limited and International Game Technology (NZ) Limited.

This statement was reviewed and approved by the board of directors of IGT (Australia) Pty Limited in their role as principal governing body on 20/12/2024

This Modern Slavery Statement contains certain statements regarding IGT PLC's targets, goals, commitments, initiatives and objectives, which are based on current beliefs of the management of IGT PLC 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 PLC'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.