



**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*  
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Dallas ORCHARD

10/10/2025

*Fabio Celadon*  
.....

Fabio CELADON

10/10/2025

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**Annexure: Modern Slavery Statement**

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



## MODERN SLAVERY STATEMENT



International Game Technology PLC for the

Financial year ended 31 December 2024

### 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 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.

### 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 reported annual revenue of \$2.5 billion and had approximately 11,000 employees for the year ended 31 December 2024.

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 for the year ended 31 December 2024.

IGT (Australia) Pty Limited (ACN 002 904 690) is proprietary limited company incorporated in Australia with 256 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 for the year ended 31 December 2024.

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.

IGT previously issued an Australian Modern Slavery Act Statement, which aligns with IGT PLC's Modern Slavery Act Statement. Moving forward, IGT will continue to ensure alignment between IGT PLC and IGT (Australia) Pty Limited through one Modern Slavery Act Statement by informing and consulting with the IGT Company Secretary and COO of IGT Australia operations.

## **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"). 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, or tolerates, or in any way favors modern slavery.

Our **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. IGT's Integrity Line, managed and operated by an independent third-party provider, offers access for reporting suspected or known activities 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 team either by phone, post or email. 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. Employees can also report suspected or known wrongdoing to the People & Transformation team or management.

IGT's **Code of Conduct**, 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 equal employment opportunity and a safe workplace for all employees.



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

The Supplier Code of Conduct (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 Supplier Code is part of the onboarding process for new suppliers who are required to accept and acknowledge the code, failing which IGT will reject the supplier. 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.

## OUR EMPLOYEES

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 our 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 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 level of 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 Rights Policy Statement.

## **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. 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 acknowledge that they share the commitments listed in the Supplier Code and they are required 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 is committed to correcting the non-compliance within due time and developing 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 its 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 are conducted on-site or virtually.

IGT has implemented a Environmental, Social and Governance ("**ESG**") supplier qualification questionnaire which focuses on eight areas aligned to the Supplier Code: business ethics, social and inclusive supply chain, environmental management, human rights, ISO certifications, sustainability ratings and rankings, 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 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 Report contributes to the identification and prevention of modern slavery in the relevant supply chain.

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 (ii) improving the business and supply chain risk assessment process, including addressing human rights risks.

This includes implementation of an ISO 20400 inspired sustainable procurement process that provides a strategic framework for an organization to procure responsibly, including guiding principles such as accountability, respect for human rights and ethical behavior.

## **APPROVAL**

This statement is made by International Game Technology 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.

A handwritten signature in black ink, appearing to read "N. Khin", is positioned above a dashed line.

**Nicholas Khin**

President and Director

for and on behalf of International Game Technology

Date: 3<sup>rd</sup> July 2025

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<sup>i</sup> 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.