



## IGT (Australia) Pty Ltd

ACN 002 904 690

### Board Resolution

#### Board resolutions

We, being all of the directors of IGT (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 purposes of the Modern Slavery Act 2018 (Cth).

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

A handwritten signature in blue ink, appearing to read "Dallas Orchard", written over a horizontal dotted line.

Dallas ORCHARD

25/07/2023

A handwritten signature in blue ink, appearing to read "Claudio Demolli", written over a horizontal dotted line.

Claudio DEMOLLI

23/08/2023



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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 ACT STATEMENT

of IGT (Australia) Pty Limited and its subsidiary International Game Technology (NZ) Limited, hereafter "IGT" for the calendar year ended 31 December 2022.

### 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 by another in order to exploit them for personal or commercial gain.

This is the fourth 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\$ 4.2 billion as of 31 December 2022. Through its group companies, IGT PLC provides the government-sponsored and commercial gaming industry with solutions for gaming, lottery and interactive products. The Company is a global organisation operating in a complex and highly regulated business environment with approximately 10,786 employees across the globe as per December 31st, 2022. 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 266 employees, registered 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 (C7491-1980) ("**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 wholly owns 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", 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 PLC'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 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 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 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 that 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.

Our Whistleblower Policy encourages employees to raise concerns about conduct believed to be unethical, or which are potential violations of IGT PLC's policy, regulation or law. IGT PLC'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 PLC's Compliance team either by phone, post or email. All reports to the Integrity Line can remain anonymous if desired, and IGT PLC 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 PLC's **Code of Conduct**<sup>1</sup>, 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 PLC. The Code of

<sup>1</sup> The Code of Conduct is available at [IGT PLC's webpage](#).



Conduct also sets out IGT PLC's commitment to providing equal employment opportunity and a safe workplace for all employees.

Our **Human Rights Policy Statement**<sup>2</sup> 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<sup>3</sup> (the "**Supplier Code**") 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 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.

## OUR EMPLOYEES

At IGT PLC, we value diversity and respect for all employees. 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 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 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

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<sup>2</sup> The Human Rights Policy Statement is available at [IGT PLC's webpage](#).

<sup>3</sup> The Supplier Code is available at [IGT PLC's webpage](#).



employees have also been required to undertake annual training and certification of the Code of Conduct and the Human Rights Policy Statement.

## **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.

IGT PLC requires suppliers to acknowledge that they share the commitments listed in the Supplier Code and they are required to promptly inform IGT PLC when any situation develops that causes suppliers to operate in violation of the Supplier Code. In cases of non-compliance with the Supplier Code and whereby the supplier concerned is committed to correct the non-compliance within due time, IGT PLC and the supplier concerned will develop a remediation plan. Non-compliance with the Supplier Code may lead to termination of the supply agreement, especially where severe or repeated.

During 2022, IGT PLC continued its efforts in supply chain mapping, based on risk factors related, for example, to the business, geography, and strategic importance of each supplier or each category of suppliers. This would allow IGT PLC to integrate the assessed risks related to the supply chain into IGT PLC's Enterprise Risk Management program and aid in defining and implementing a responsible supply chain management process.

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 routine 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 discrimination and harassment, to the review checklist. The COVID-19 pandemic contributed to the transformation of our supplier reviews which have been completed on-site and virtually since 2022 and this practice is expected to continue in this fashion.

IGT PLC recognizes the potential modern slavery risk 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<sup>4</sup> contributes to the identification and prevention of modern slavery in the relevant supply chain.

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<sup>4</sup> The latest Conflict Minerals Report is available at [IGT PLC's webpage](#).



## 2022 ACTIONS AND LOOKING AHEAD

To summarize, the following key actions were taken by IGT PLC in 2022 to strengthen its approach to manage modern slavery risks:

- Introduced employee training on human rights/modern slavery, including on the Human Rights Policy Statement, and continued providing anti-harassment and non-bullying training. Both will be repeated on annual basis, to create a culture of respect for human rights within the organization;
- Continued to outline the implementation of the human rights assessment within IGT PLC's operations to identify and assess all possible risks related to human rights within the organization and prevent such risks from arising.
- The Supplier Code was updated and translated into other languages and made available on IGT PLC's website to accommodate better exchange and communication of ideas;
- Continued its supply chain mapping exercise on vendors as part of its efforts in defining and implementing a responsible supply chain management process.
- Set and defined targets in the IGT PLC Sustainability Plan published in July 2022 which establishes the Company's sustainability priorities which synergizes with the business priorities, including promotion of human rights in its operations and defining an ISO 20400 inspired sustainable procurement process which brings in the concepts of complicity and due diligence from the United Nation Guiding Principles of Human Rights and Business.

IGT PLC 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 2023, including:

- To continue to outline the human rights assessment within IGT PLC's operations;
- To define a human rights due diligence process to identify, prevent, mitigate and account for negative human rights impacts in the Company's own operations;
- To continue with supply chain mapping activities;
- To continue the focus of supplier due diligence and risk management on sustainability topics and implement virtual and/or desktop-based risk assessment procedures where appropriate. Within this framework, an environmental, social and governance qualification questionnaire which includes human rights and modern slavery criteria, will be implemented;
- To define an ISO 20400 inspired sustainable procurement process which provides a strategic framework for an organization to procure responsibly.
- To implement a Global Sustainable Procurement Policy which will include language prohibiting slavery and the use of forced, bonded and child labor across the supply chain;



- To participate in the UN Global Compact Business and Human Rights Accelerator program which aims to support the global business community in their journey to respect human rights; and
- To maintain IGT's zero-tolerance approach to modern slavery.

This statement is made jointly by IGT (Australia) 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 23/08/2023*

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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.