



## I G T (Australia) Pty Ltd

ACN 002 904 690

### Board Resolution

#### Board resolutions

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 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 'Claudio Demolli', written over a horizontal dotted line.

Name: Claudio Demolli

30/12 /2021

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

Name: Dallas Orchard

10 / 01 /2022

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## **Annexure: Modern Slavery Statement**

The modern slavery statement for the Company is set out on the following 7 pages.



## MODERN SLAVERY ACT STATEMENT

of IGT (Australia) Pty Limited and its subsidiary International Game Technology (NZ) Limited, hereafter “IGT”.

### INTRODUCTION

This is the second 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.

### STRUCTURE & OPERATIONS

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\$ 3.1 billion as of 31 December 2020. 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 11,000 employees across the globe as per December 31st, 2020. 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 280 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: Bell Gully, Level 21, 171 Featherston Street, Wellington, 6011, New Zealand (“**NZ subsidiary**”). The NZ subsidiary derives revenue from the sale of gaming machines, systems and related parts and has 1 employee.

## **APPROACH TO MODERN SLAVERY**

“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.

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.

## **SUPPLY CHAIN**

IGT’s supply chain is both direct and indirect. Its direct supply chain is associated with materials purchased through suppliers to use in its own product manufacturing. The indirect supply chain consists of purchases of third-party off-the-shelf products that are generally manufactured for the general public, not specifically for IGT PLC. These products are used for IGT PLC’s customer solutions as well as for internal business infrastructure.



## **IGT PROCESS**

In 2020, IGT PLC initiated a restructuring plan aimed at optimizing its global supply chain and footprint as well as achieving efficiencies in order to fulfil future demand for its products. As part of the plan, IGT PLC 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 and the Company now outsources all the manufacturing and assembly of certain lottery terminals and portions of other products to third-party vendors, resulting in a significant reduction of its primary manufacturing operations and related costs. IGT expects to complete full implementation of this production model by the end of first quarter 2022.

## **ASSESSING AND ADDRESSING RISKS OF MODERN SLAVERY**

In line with the Company's core values of acting with integrity in every aspect of its business, IGT strives to implement effective processes to eradicate modern slavery, if any, from its business and supply chains. As such, detailed below are key measures that IGT has undertaken since 2019 to address the risks of modern slavery in its operations and supply chains.

### **IGT CODE OF CONDUCT**

Each year, all IGT PLC employees are required to acknowledge the Code of Conduct, which specifically references modern slavery. The Company's Code of Conduct, available at <http://www.igt.com/explore-igt/about-igt/compliance>, sets out the standards of ethics and behaviour expected from its employees, directors, officers, and consultants, as well as any third parties, agents, or representatives who deal with or act on behalf of IGT PLC. The Code of Conduct requires supervisors to ensure that employees have freely chosen their jobs and are free to leave if they choose. In addition, supervisors are advised to watch out for signs of slavery, including by IGT PLC's business partners. Supervisors are warned that slavery may happen several steps down the supply chain, such as when a supplier switches to a lower-cost vendor.

Any violation of the Code of Conduct can be reported to the IGT PLC Integrity Line which is managed by an independent provider. The Integrity Line is a confidential way for all employees, contractors and third parties to anonymously



report activities that may involve unethical or unlawful conduct via telephone or the online portal, contact details of which can be found at <https://www.igt.com/explore-igt/about-igt/compliance>. The Integrity Line provides a mechanism for concerns of modern slavery to be raised and subsequently investigated.

IGT PLC is bound by the “Anti-Retaliation Commitment” contained within the Code of Conduct. This means that the Company will not discipline, discriminate, or retaliate against anyone who makes a good faith report or inquiry via the Integrity Line and will respect the confidentiality of such individuals. IGT PLC is also committed to taking corrective action for breaches of the Code of Conduct up to and including termination of employment for individuals deemed accountable.

### **SUPPLIER CODE OF CONDUCT**

The Company has a global Supplier Code of Conduct (the “**Supplier Code**”) which outlines the Company’s expectations regarding the workplace standards and business practices of its suppliers, along with their parent entities, subsidiaries, affiliates, subcontractors, and others who are within their supply chain. In line with the Supplier Code, IGT requires suppliers to acknowledge that they share the commitments listed in the Supplier Code and raises awareness of the Code by making it publicly available in the “Global Responsibility” section of IGT PLC’s publicly accessible website, which can be accessed at <https://www.igt.com/explore-igt/about-igt/global-responsibility/our-corporate-citizenship>. In addition, the Company has sent the Supplier Code to approximately 800 of IGT PLC’s existing suppliers and about 1750 new suppliers as part of the on-boarding package.

Pursuant to the Supplier Code of Conduct, suppliers are restricted from, amongst other things, exploiting children and young workers and participating in or benefitting from any form of forced labour. Suppliers are also required to promptly inform IGT of any 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.

### **TRAINING**

Training is a fundamental way of raising awareness and ensuring that people understand the importance of a particular issue. As part of IGT PLC and to ensure an appropriate level of understanding of slavery and human trafficking 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. In addition, IGT employees have also been required to undertake annual training and certification of the Code of Conduct.

## **EVALUATION**

IGT PLC has conducted an analysis of the products procured through its supply chain as well as the suppliers representing approximately 80% of its total annual expenditure for the year ended 31 December 2020 in order to identify and prioritise areas of business risk for the next reporting period.

IGT PLC operates and provides an integrated portfolio of innovative gaming technology products and services, including lottery management services, online and instant lottery systems, gaming systems, instant ticket printing, electronic gaming machines, sports betting, digital gaming, and commercial services.

As a result, IGT PLC manufactures and contracts for manufacture 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).

IGT PLC manufactures and contracts for manufacture land-based machines (and component parts) for its subsidiaries around the world.

The type of products that IGT PLC purchased in 2020 are set forth below:

- Electronics – Printed circuit boards and similar items which control computing and the function of peripheral devices.
- LCD (liquid crystal displays) assemblies.
- Mechanical – metal or plastic component parts.

- Bill acceptor - This includes bill validators (which includes a scanner), bill accumulator, and housings.
- Integrated Assembly – A partial assembly and or gaming cabinet build with specific mechanical and electronic assemblies included.
- Electrical – parts such as wire, power supply and other similar or electrical component that do not control computing.
- Scanner – device used to electronically identify monetary bills and or tickets.

(together, the “**Products**”)

IGT PLC’s analysis revealed that a majority of the Products purchased by IGT PLC in 2020 were manufactured in the following countries: South Korea, Taiwan, Mexico, Japan, China, USA and the United Kingdom.

IGT PLC has identified a potential risk that it may be linked to modern slavery through its supply chain as one or more of the conflict minerals tantalum, tin, tungsten and gold are included 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) (the “**Covered Products**”).

To address this risk, in IGT PLC’s “Conflict Minerals Report” for the year ended 31 December 2020 IGT PLC surveyed 55 suppliers either supplying materials for the Covered Products or supplying materials containing conflict minerals and received responses from suppliers accounting for approximately 95% of the aggregate amount spent in 2020 on direct material purchases. IGT PLC traced back the origin of any conflict minerals by identifying smelters, refineries or recyclers and scrap supplier sources. IGT PLC’s analysis of the smelter documentation provided by suppliers revealed that, with two exceptions, the conflict minerals supplied to them did not originate from any smelters located in any of the covered countries (defined as the Democratic Republic of Congo and adjoining countries) that were not CFSP compliant. When exceptions occurred, the suppliers’ information were thoroughly checked in order to understand the real risks and then identify possible risk-mitigation actions.



Moreover, IGT continues to strengthen its approach in managing the risk of modern slavery within its operations and supply chains by adapting to ever-changing working practices. For instance, IGT is monitoring modern slavery risks related to its global operations in light of the coronavirus (COVID-19) pandemic and believes that sufficient measures are in place to mitigate any increased risks arising.

To further this aim, IGT PLC has established cross-functional working groups, i.e., Sustainable Procurement and Human Rights, to regularly review the effectiveness of the Company's response to modern slavery with a view to implementing further measures to manage and/or reduce the risk of modern slavery in IGT's business and supply chain.

### **CONSULTATION WITH SUBSIDIARY ENTITY**

This statement is made jointly by IGT (Australia) Pty Limited and International Game Technology (NZ) Limited. As International Game Technology (NZ) Limited is not a reporting entity under the Modern Slavery Act 2018, the Sustainable Procurement Team approved the statement on this entity's behalf.

*This statement was reviewed and approved by the board of directors of IGT (Australia) Pty Limited on 10.01.2022*

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