

Summary of
Global People & Transformation Policy: Non-Harassment and Bullying

Purpose: IGT is committed to maintaining an environment where everyone is treated with fairness, dignity, and respect. IGT will not tolerate any form of sexual, racial, ethnic, or other harassment or bullying of employees by other employees, management, customers, vendors, or the public.

Policy Owner: Global Head, People & Transformation

Policy: It is IGT's policy that any form of harassment, including sexual harassment and workplace bullying, is unacceptable and will not be tolerated. In addition, it is the responsibility of management to promptly report any instances of harassment to People & Transformation.

Definitions:

- Harassment is defined as verbal or physical conduct that degrades or shows hostility or aversion toward an individual based on a protected class and that has the purpose or effect of (1) creating an intimidating, hostile, or offensive environment; (2) otherwise adversely affecting an individual's employment opportunities; or (3) unreasonably interfering with an individual's work performance.
- Sexual Harassment is defined as any type of sexually-oriented conduct, whether intentional or not, that is unwelcome and either (1) is implied or stated to be a term or condition of employment or a factor in evaluating the individual's job performance, eligibility for promotion, or any other component of employment, or (2) interferes directly or indirectly with an individual's work performance by creating a hostile, offensive, or intimidating environment.
- Workplace Bullying refers to repeated, unreasonable actions of individuals directed toward an employee, which are intended to intimidate, degrade, humiliate, or undermine; or which create a risk to the health or safety of the employee. Bullying by supervisors is defined as persistent, offensive, abusive, intimidating or insulting behavior, abuse of power, or unfair punishment which is to the detriment of the employee.

Actions:

Individuals who believe they are being harassed or bullied should promptly notify the offender that his or her behavior is unwelcome. In the event that direct communication between individuals is either ineffective or not possible, individuals who believe they have been subjected to harassment or bullying should immediately report the incident to his or her immediate supervisor, any other member of the management team, People & Transformation, or to the Integrity Line.

Any allegation of harassment or bullying brought to the attention of the Company will be promptly investigated by People & Transformation. It is expected that all parties cooperate with the investigative process. Retaliation against any individual for reporting harassment or participating in an investigation will not be tolerated and will be treated as a separate and independent violation of this policy. Individuals who are not themselves complainants, but who assist in an investigation, will also be protected from retaliation.

IGT enforces compliance with this policy by implementing practices to execute this policy in the conduct of its business, training employees in the application of such procedures, and taking appropriate disciplinary action, up to and including termination or employment, for any violation of this policy (except where prohibited by law or contrary to applicable collective bargaining agreements).

General:

The Global People & Transformation Policies do not replace or amend any terms and conditions of employment based on local, country, jurisdictional laws and regulations or written agreements which shall be properly documented by the local policy/agreement owner. In any event, in case of conflict between this Policy and the local country labor law and/or applicable local collective bargaining agreements, the latter shall prevail.