



Gambling by Employees

Owner: Compliance Department

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1. Purpose and Scope

The Gambling by Employees Policy provides guidance to employees who want to engage in on property “land-based” or online “iGaming” gambling for entertainment. Light & Wonder employees are permitted to gamble, unless the gambling activity:

1. is prohibited by law;
2. violates restrictions applied by applicable regulatory authorities;
3. violates this policy or any other Light & Wonder policy; or
4. is prohibited by contract.

This policy applies globally to all employees and members of the Board of Directors of Light & Wonder, Inc. as well as its direct and indirect subsidiaries (collectively “Light & Wonder”). Certain representatives of the company, such as consultants and contractors, may also be contractually bound by this policy. This policy applies to all Light & Wonder’s products, brands and apparel.

Light & Wonder reserves the right to change or modify this policy at any time. Violation of this policy may result in disciplinary action up to and including termination.

2. Compliance

- A) Gambling by Light & Wonder employees may not be conducted while performing job duties. Light & Wonder apparel may not be worn while gambling, including but not limited to, badges, uniforms and hats.
- B) Light & Wonder employees are prohibited from gambling on any Light & Wonder Wide Area Progressive game (including table games) in any jurisdiction.



- C) Light & Wonder employees may not gamble on a Light & Wonder device that is on jurisdictional field trial. Information regarding current field trials will be provided by internal bulletins.
- D) Light & Wonder employees are prohibited from gambling on VLTs in any jurisdiction in which Light & Wonder is a party to a video central system contract. Please reference the Gambling by Jurisdiction Chart found on Policy Central.
- E) Except as described in this policy or the Gambling by Jurisdiction Chart, this policy does not prohibit employees from purchasing lottery products. However, employees are responsible for checking the Gambling by Jurisdiction Chart prior to purchasing any lottery products to ensure the purchase is not prohibited. **Please note that Light & Wonder employees are prohibited from purchasing any lottery products in the State of New York.**

3. Revision History

Version	Date	Modifications	Changed by:
1.0	02/21/2014	First approved document	Regulatory Compliance
2.0	07/09/2015	Online gaming update	Regulatory Compliance
3.0	12/07/2020	Formatted to new policy template; remove online gambling references from this policy	Regulatory Compliance
4.0	04/29/2022	Updated name. Removed Lottery prohibition but not VLT prohibition and as noted in this Policy. Added iGaming	Regulatory Compliance

4. Gambling by Jurisdiction Chart

For a jurisdictional breakdown please refer to the Gambling by Jurisdiction Chart, found on Policy Central. Please note the Gambling by Jurisdiction Chart is subject to change and will be updated from time-to-time. It is each employee's responsibility to be aware of amendments and check the Gambling by Jurisdiction Chart prior to participating in any gambling activity.

Light & Wonder reserves the right to change or modify this policy at any time. Should any provision of this policy be or become unlawful by virtue of an applicable local, state or federal law, such provision shall be considered null and void to the extent necessary to render the remaining portion of this policy lawful.