

At Everi, we recognize that we can be at our best only when we embrace and reflect the customers and communities we serve. Therefore, we must continuously challenge ourselves to evolve and strive to build a long-lasting culture that fosters, promotes, and encourages diversity and inclusion, environmental sustainability, volunteerism and community involvement, and responsible gaming.



ADVANCING SUSTAINABILITY

LOWERING CARBON EMISSIONS

Everi has implemented recording and reporting protocols at its corporate headquarters and other office and manufacturing locations to monitor its environmental impact, and is setting long-term sustainability targets. Everi's commitment to a reduced carbon footprint and preservation of precious water supplies includes using 100 percent renewable energy to host its data at SWITCH facilities. This 100 percent green energy supply is generated by Nevada solar farms and WECC hydroelectric plants.

REDUCING RESOURCE CONSUMPTION & WASTE

As a smaller Company, Everi is still progressing in its development of measurement tools. Everi has focused its efforts on water and electricity conservation, paper usage, recycling and parts refurbishment, and consolidation of facilities. Everi currently has recycling partners for industrial material used in the manufacture of its products, including cardboard, electronics, pallets, batteries, packaging materials and metals, as well as consumer paper, plastics, and aluminum. In the Games business, Everi redeploys component parts and electronic gaming machines to the extent possible.



STRENGTHENING DIVERSITY, EQUITY & INCLUSION

INCREASING BOARD & MANAGEMENT DIVERSITY

The efforts to support diversity in leadership at Everi start with the Board. Everi was recognized by 2020 Women on Boards (now 50/50 Women on Boards) as a Winning “W” Company for achieving at least 20 percent representation of women on its Board prior to the organization’s 2020 target date. Currently, 37 percent of Everi’s independent Board members are women and 25 percent are ethnically diverse.

STRENGTHENING EMPLOYEE DEI

Everi embraces and lives by one of its key Company values: inclusion. The Company provides leadership training on how to manage unconscious bias in the hiring process, including through a blind resume screening process for new applicants, removing certain demographic information from resumes before the initial review, focusing instead on the talent and qualifications of each applicant.



INVESTING IN COMMUNITIES

EXPANDING EDUCATION & CAREER OPPORTUNITIES

Everi business leaders also support the NEWL program of the Women’s Research Institute of Nevada (WRIN) at UNLV, serving as mentors and offering internships to participating students to provide exposure to the business and to develop the leadership skills of young women.

Everi also provides ongoing support of local charities and community organizations, having contributed to organizations such as those that support the needs of the LGBTQ community, at-risk children, individuals with disabilities, and many Native American organizations throughout North America.

Everi seeks to bring positive, lasting change to the communities where its employees and customers live and work. For instance, Everi is proud of its financial support of the First Americans Museum in Oklahoma City, which builds awareness of and provides education about the collective history of 30 First American Nations in Oklahoma, and of many Native American organizations throughout North America.

Women’s Leadership Initiative

The Women’s Leadership Initiative (WLI) at Everi offers new opportunities for growth and advancement at all levels of leadership. Launched in 2017, the WLI has included more than 145 employees. WLI members participate in industry educational seminars and external networking experiences, including events through Global Gaming Women (GGW), an organization dedicated to enriching the professional lives of women in gaming through education, mentorship, and networking. All members are encouraged to lead WLI events and participate in networking activities with Company leadership, as well as the WLI-sponsored Mentorship Program which was expanded in 2022, as a result of its success, to include employees outside the WLI.



RESPONSIBLE LEADERSHIP

PROTECTING & EMPOWERING CUSTOMERS

As a technology supplier to the industry, Everi encourages and promotes responsible gaming. Everi's initiatives and Self Transaction Exclusion Program (STeP) enable casinos to enhance their promotion of responsible gaming while helping them comply with local laws in the prevention of problem gambling. Everi's CashClub Wallet™ also includes velocity and transaction limit tools as a supplement to its existing STeP program.

To further its commitment to responsibility and provide its casino operator customers a toolset designed to efficiently maintain compliance with various tax reporting and anti-money laundering requirements, the Company has developed Everi Compliance® AML, a platform with features such as quick alerts, currency transaction and suspicious activity report filing, auditable logging, and tax form generation. These compliance features can similarly be utilized by casinos in support of their responsible gaming initiatives, including Merchant STeP programs.

ESTABLISHING & FOLLOWING RIGOROUS BUSINESS STANDARDS

Everi's Code of Business Conduct, Standards and Ethics contains the Company's policies on privacy and data protection, anti-money laundering, environmental sustainability, social responsibility, diversity and inclusion, human rights, supplier diversity, workplace safety and health, and responsible gaming. As Everi continues to grow, innovate, and build a culture based on the principles of respect and transparency, and be a transformative force in the gaming supplier market, it is the Company's duty to its customers, its business associates, the communities it serves, and the Company itself to uphold the highest standard of ethical conduct, integrity, and compliance in all that it does.

PROTECTING HUMAN RIGHTS

Similarly, Everi's Supplier Code of Conduct outlines its values and expectations of vendors and their subsidiaries, officers, directors, employees, and agents that supply goods and/or services to Everi. The Company's Supplier Code of Conduct reinforces its commitment to the improvement of economic, environmental, and social conditions through its business activities, including on human rights and labor practices, environmental regulations, protection, and health and safety.

Everi Cares Giving Module

To continue Everi's commitment to community and provide its casino operator customers with a way to complement their own corporate social responsibility initiatives and support their communities, the Everi Cares™ Giving Module is a platform that allows casino patrons to donate change from redeemed vouchers. Everi's customers and their patrons have embraced the concept of the Giving Module and the potential impact from each donation of change. To date, Everi's customers' patrons have made donations to approximately 125 regional and national charities through the Giving Module.