



The Entertainment and Education Group

Modern Slavery Statement

Year ended 31 December 2020

Introduction

This is the first joint Modern Slavery Statement prepared by The Entertainment and Education Group ('TEEG'), comprising TEEG TopCo Pty Ltd (ACN 622 408 422) and its controlled entities, in satisfaction of the reporting obligations imposed under the *Modern Slavery Act 2018* (Cth). The other reporting entities covered by this joint statement are as follows:

- TEEG Mezzco Pty Ltd (ACN 622 412 775);
- TEEG Senior HoldCo Pty Ltd (ACN 622 415 285);
- TEEG BidCo Pty Ltd (ACN 622 416 228); and
- TEEG Australia Pty Ltd (ACN 622 416 228).

Modern slavery encompasses serious exploitative practices such as trafficking in persons, servitude, forced labour, debt bondage and the worst forms of child labour. TEEG is committed to the elimination of modern slavery in its operations and supply chains.

Corporate Structure, Operations and Supply Chain

TEEG is a leading provider of entertainment and edutainment services in the Asia-Pacific Region; operating over 300 family entertainment centres across seven countries under the Timezone, Kingpin, Zone Bowling and Play 'N' Learn brands. The Group employs approximately 5000 team and welcomes over 10 million guests annually.

TEEG's operations in each of Australia, India, New Zealand and Singapore are conducted by wholly owned, locally domiciled subsidiaries whilst those in Indonesia and Philippines are conducted through joint ventures with local partners.

TEEG's supply chain is comprised of approximately 3,500 tier one suppliers, of whom approximately 42% by number and 71% by value are based in Australia, New Zealand and Singapore. Consistent with the nature of the Group's business operations, the key categories of goods and services procured by TEEG are as follows:

- Property;
- Amusement games and attractions;
- Food and beverages;
- Construction;
- Utilities;
- Redemption stock; and
- Cleaning and maintenance.

TEEG maintains robust procurement practices and actively cultivates positive and transparent working relationships with its supplies. Where it is reasonably practical to do so, each subsidiary of the Group endeavours to source goods and services in its local market.

Price is not the sole determining factor when sourcing goods and services. The quality of such goods and services, the sophistication of the supplier and the supplier's business

practices are all relevant considerations which are taken into account during the due diligence process.

Risks of Modern Slavery

The data collated in the Global Slavery Index suggests that, of the countries in which TEEG operates, modern slavery is most prevalent in Philippines (with an estimated prevalence of 7.7 persons per 1,000) and India (6.1 per 1,000).¹ Of the goods acquired directly or indirectly by TEEG, electronics (including laptops, computers and mobile phones), garments, fish and cocoa are considered to be at the highest risk of modern slavery. Of the services acquired by the Group, cleaning services are considered to present the highest risk.

The risks associated with TEEG's supply chain are mitigated to some extent by:

- the strong expectations imposed upon the Group's employees pursuant to the Group's policies and procedures including, but not limited to, its code of conduct;
- TEEG's active, in-person engagement with potential suppliers and its preliminary due diligence processes;
- the Group's strong relationships with its tier one suppliers and the transparency that is a key element of these relationships;
- the presence of a local head office and management team in each market in which TEEG operates;
- the partnership between the Group and reputable, sophisticated joint venture partners in Indonesia and the Philippines.

Notwithstanding the foregoing, TEEG acknowledges that modern slavery can afflict any stage of the supply chain and will continue to partner with its suppliers to gain a greater understanding of the extent of the risk in their supply chains.

Action Taken During the Reporting Period

During the reporting period, a modern slavery working group was established and the Group undertook a preliminary analysis of its tier one suppliers to identify the categories and suppliers considered to pose the highest risk of modern slavery.

Amusement game and attraction suppliers were identified as an initial focus category due to the cumulative value of such goods acquired by TEEG and the fact that electronics have been identified as a higher risk category of goods. It was decided that representatives of the Group would periodically undertake a physical inspection of the manufacturing facilities of a random sample of such suppliers. Such inspections were not able to be undertaken during the reporting period due to the travel restrictions and business disruption resulting from the COVID-19 pandemic but will commence as soon as practicable.

TEEG also began incorporating modern slavery provisions in contracts with some key suppliers to ensure that these suppliers were aligned with TEEG's commitment to the mitigation of modern slavery risks in its supply chains.

¹ Global Slavery Index 2018 Dataset, Walk Free, available from: www.globalslaveryindex.org

Assessment of the Effectiveness of Action Taken

The Group periodically audits compliance with the supplier due diligence process and assesses the effectiveness of the actions taken in each reporting period at an annual meeting of the modern slavery working group convened following the conclusion of each such period.

Consultation and Approval

This statement was prepared in consultation with the Board of Directors of each reporting entity within the Group and approved by the Board of Directors of TEEG TopCo Pty Ltd at a Board meeting held on 22 June 2021.



Victor Ha
Director
TEEG TopCo Pty Ltd
24th June 2021