



MODERN SLAVERY STATEMENT FY24

2024-2025 AUSTRALIAN FINANCIAL YEAR



AUSTRALIAN
GRAND PRIX
CORPORATION



ACKNOWLEDGEMENT OF COUNTRY

The Australian Grand Prix Corporation acknowledges the Bunurong People, the Traditional Custodians of the land and waterways that we work and race on. We pay our respects to Elders, past and present.

As visitors on Bunurong Country, we listen with intent and practice gratitude for their knowledge of sustainability and culture as part of our journey. We celebrate their stories in our stories.



INTRODUCTION

This modern slavery statement (**Statement**) is made by the Australian Grand Prix Corporation (ABN 86 947 927 465) (**AGPC**), a single reporting entity for the purposes of the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**).

This Statement details AGPC's current approach and future commitments for assessing and addressing the risk of Modern Slavery in our business and supply chains for the Australian Financial Year ending 30 June 2025, in line with section 13 of the Modern Slavery Act.

ABOUT THE AGPC

AGPC is a statutory authority established pursuant to the *Australian Grands Prix Act 1994* (Vic) (as amended) (**AGP Act**), subject to the direction and control of the Minister administering the AGP Act, the Minister for Tourism, Sport and Major Events, The Honourable Steve Dimopoulos, MP.

AGPC is the local promoter responsible for staging two iconic international events that showcase the best of Melbourne and regional Victoria to the world – the Formula 1® Australian Grand Prix at Albert Park and the Australian Motorcycle Grand Prix at Phillip Island.

Our past and ongoing successes are guided by our organisation's values – safety, collaboration, respect, empowerment, courage, excellence and joy.

In line with the sports that we promote, we look to inspire the generation of tomorrow, showcase Victoria and empower our people. We look forward to consistently improving and reviewing environmental, social and governance practices and sharing our journey to reduce the risk of modern slavery practices in our operations and supply chain.



SUPPLY CHAIN AND OPERATIONS

To successfully deliver two world-class events, AGPC procures goods and services that are essential to our operations. As AGPC undertakes a temporary motor racing circuit build for each Formula 1® event, it contracts a number of suppliers to enable successful event delivery (inclusive of the construction, race operation and post-race activity phases).

Examples of goods and services that form the core business operations include:

GOODS AND SERVICES	DESCRIPTION
Hospitality and Catering	The procurement of food and beverage suppliers and related goods, for public catering and hospitality offerings at both events.
Venue Management	The engagement of security and cleaning contractors to ensure our events are run safely.
Infrastructure Construction	Suppliers that help deliver track and race infrastructure and related construction, such as grandstands, marquees, temporary facilities, civil works and plumbing.
Event Services	Key to fan event experience, these services include activations, displays, motorsport content and a range of entertainment offerings.
Information and Communications Technology (ICT)	Computer hardware and software (including Software as a Service and Platform as a Service), cloud services, network infrastructure, internet and telecommunications services.
Retail Services	This includes fit-out providers, staff uniforms and branded apparel/merchandise and courier and postal services.
Office Facilities Management	This includes the services we use to maintain our offices, including leasing, maintenance and cleaning.
Professional Services	This includes the provision of external consultancy, legal, financial advisory, marketing, media buying and public relations services.

Key event-critical suppliers are engaged on a long-term contractual basis to deliver maximum value to both parties. AGPC also engages event suppliers per event on a short-term project basis for various goods and services. It has ongoing relationships with a number of its event suppliers, often having utilised the services of the same event-suppliers over many years.

RISKS OF MODERN SLAVERY

AGPC has reviewed its risk profile to cause, contribute to, or be directly linked to modern slavery risks in our operations and supply chain. The methodology for our risk assessment considered the following three categories of risk:

- Industry sector
- Types of products and services being procured
- Geographical sourcing location

POTENTIAL RISK ASSESSMENT IDENTIFIED IN OPERATIONS

AGPC has primary visibility over its internal operations and the operations of our first-tier suppliers. During this reporting period, all AGPC staff and operations are based in Victoria, Australia. Therefore, AGPC considers the risk of its operations directly causing, contributing, or being linked to modern slavery practices to be low.

AGPC staff are required to undertake various training sessions throughout the year and are subject to organisational policies that look to address some of the potential risks associated with Modern Slavery. The most relevant organisational training and policies that minimise the risk of AGPC contributing to modern slavery practices are set out below:

- **Organisational training:** Building a culture of accountability, Respectful Workplace Training, and Having Difficult Conversations: giving and receiving feedback.
- **Code of Conduct for Victorian Public Sector Employees:** sets out the standards of behaviour expected of Victorian Public Sector Employees in the performance of their employment obligations and duties.
- **Equal Employment Opportunity, Bullying, Harassment and Discrimination Policy:** outlines our commitment to establishing and maintaining a workplace that provides for equal employment opportunities and is free from all forms of bullying, harassment and discrimination. It also provides a grievance procedure for persons affected by unacceptable behaviours in the workplace.
- **Grievances Complaints and Appeals Policy:** provides the process through which employees can have a workplace complaint appropriately assessed. This policy extends to board members, committee members and contractors of AGPC.
- **Health and Wellbeing Policy:** outlines AGPC's commitment to supporting and developing a workplace conducive to continued development of its employees' health and wellbeing. This policy highlights a range of health and wellbeing initiatives undertaken by AGPC and available to all staff.

- **Public Interest Disclosure Policy:** part of Victoria’s integrity framework, this policy enables employees to make a public interest disclosure in accordance with the *Public Interest Disclosures Act 2012* (Vic) and thereby confidentially report potentially improper or illegal conduct without fear of recrimination. This policy would extend to reporting concerns of modern slavery and human rights violations.
- **Child Employment Guidelines:** AGPC has developed a set of internal guidelines to educate and promote awareness around complying with local child employment laws.

POTENTIAL RISKS IDENTIFIED IN SUPPLY CHAINS

We consider the risk of modern slavery practices in our direct supply chains to be low. However, we recognise that some industry sectors in our supply chain pose an increased risk and that could lead to AGPC being indirectly linked to Modern Slavery practices.

AGPC has audited its current key suppliers and confirm there have been no instances of these suppliers engaging in any modern slavery practices. We recognise that in some instances we have limited visibility of an entity’s model of business in a second or subsequent tier, however we will continue to investigate these subsequent tiers in more detail with our direct suppliers to ensure any risks are properly identified and mitigated.

We have identified the following risk areas that warrant prioritised review and due diligence:

- Security and patron services
- Merchandise supply
- Cleaning services
- Catering/hospitality services
- Grandstands and other event infrastructure
- Event labour e.g.:
 - Fabrication of assets
 - Temporary event staff
 - Manual handling and general duties

AGPC’s event delivery suppliers are based in Australia, with the majority of goods and services obtained from Victorian suppliers. This is in line with our support of the requirements of the *Local Jobs First Act 2003* (Vic) and compliance with the Victorian Government Purchasing Board (VGPB) requirements. We believe that our commitment to improve opportunities for local suppliers reduces the risk of sourcing goods from overseas suppliers that may be in ‘high risk countries’ (as that term is referred to in the Global Slavery Index).¹

¹ <https://www.walkfree.org/global-slavery-index/map/>



ACTIONS WE HAVE TAKEN TO ADDRESS THE RISK OF MODERN SLAVERY

AGPC's response to modern slavery risks and human rights issues prior to and after the Modern Slavery Act came into effect provides us with confidence that we are complying with the anti-modern slavery obligations and behaviours. With the foundation set, we are prepared to tackle the ongoing body of work in this area with rigour and the support and collaboration of our suppliers and stakeholders.

Below we identify ongoing practices and actions taken by AGPC to assess and address the risks of modern slavery in our supply chains:

PRACTICE	ACTIONS
Policies, Procedures and Standards	<p>AGPC's suite of policies and procedures promote and support respect for human rights and mandate compliance with Australian laws and regulations.</p> <p><u>Risk Management Policy</u>: provides a structural framework to effectively manage the risks in AGPC's activities. Categories that are captured in the framework to inform AGPC's decision-making on risks include health, safety and environment and governance, legal and compliance. The key objectives of this policy are to maximise opportunities and achieve improved outcomes and outputs based on informed decision-making.</p>
Procurement	<p>AGPC conducts risk-based due diligence on third parties prior to entering into new contractual arrangements or exercising options to extend an incumbent supplier to help identify modern slavery risks in our supply chains. This process is underpinned by AGPC's internal Procurement and Probity policy.</p> <p>The purpose of this policy is to define AGPC's procurement and how the AGPC demonstrates probity for all commercial engagements, whilst pursuing best value outcomes for the Victorian Government and public interest, consistent with the VGPB, Financial Management Act 1994 (Vic) and the Standing Directions made thereunder.</p> <p>Through this policy, AGPC creates expectations on business transactions from the outset, for instance our tender documentation asks that tenderers provide quality assurances across all facets of their business including:</p> <ul style="list-style-type: none"> • Disclosure of any significant events, matters or circumstances that have recent arisen against the tenderer (or any of its entities); • Disclosure of any insolvency or bankruptcy actions against the tenderer (or any of its entities); • Disclosure of any legal proceedings (actual or threatened) against the tenderer (or any of its entities);

PRACTICE	ACTIONS
Contractual Obligations	<ul style="list-style-type: none"> Whether the tenderer intends to sub-contract a component of the contract to a manufacturer or supplier and what the selection and onboarding process entails for its sub-contractors; Explanation and breakdown of the fee proposed; and Auditing systems and processes to monitor their own performance. <p>AGPC's standard contracts and terms and conditions include a Modern Slavery clause. This clause requires that:</p> <ul style="list-style-type: none"> Contractors warrant that they will commit to good practices in relation to their workforce and personnel, including without limitation, paying any person for work performed at or in any way connected with the Formula 1® Australian Grand Prix and/or Australian Motorcycle Grand Prix at or above award rates and ensure payment is in line with applicable laws. Any and all sub-contracting of the supplier's obligations must be first approved by AGPC in writing. If AGPC agrees to sub-contracting, the supplier must ensure that sub-contractor takes out and maintains the same insurances with the same levels of cover. Further, the supplier is obligated to ensure that its sub-contractor is compliant with all legal requirements and awards for payment in connection with the services. Contractors identify a risk mitigation structure and plan for its operations and supply chain. Contractors ensure it requests or otherwise has safety equipment for the performance of their services/ supply. Further, all contractors must complete an induction covering this point, prior to being permitted onsite at the event. <p>Other standard contractual terms and conditions that protect against modern slavery practices include:</p> <ul style="list-style-type: none"> <u>Industrial Relations</u>: AGPC's 'employee relations' provision, among other requirements, places an obligation on the supplier to comply with the relevant industry award, enterprise agreement or workplace law in respect of its employees' entitlements.
F1® 'Annual Local Laws Questionnaire'	<p>AGPC's F1® Promoter's Agreement includes compliance with human rights principles. The relevant clause states the following obligations:</p> <ul style="list-style-type: none"> It will not employ forced labour (including child labour); When making employment decisions, such employment decisions are based on principle of equal opportunity and fair treatment and are non-discriminatory; and

PRACTICE	ACTIONS
	<ul style="list-style-type: none"> Any sub-contractors engaged comply with the same terms and standards as the principal contractor. <p>The 'Annual Local Laws Questionnaire' requires AGPC to report to F1®, on any anticipated legislative or regulatory changes that could affect the F1® event. AGPC utilises this opportunity to summarise any legislation or regulations applicable to the event and thereby strengthens the education and compliance of international event participants.</p>
Onboarding	<p>Prior to each event, staff and suppliers undertaking high risk activities or attending the event site during the build period are required to undertake a mandatory site induction and complete online event onboarding. Some notable safeguards in the training are:</p> <ul style="list-style-type: none"> Personal Protective Equipment (PPE) needs to be compliant with Australian Standards; Workers receive proper training and supervision to safely perform high-risk tasks; Compliance with WorkSafe Victoria Regulations to manage risks and ensure workplace safety; Only licenced or competent persons can operate plant and equipment on site and licences/certifications must be provided during this process; Suppliers are required to comply with the Victorian Government's Buying for Victoria Supplier Code of Conduct and the Fair Jobs Code, ensuring ethical labour practices. <p><u>Training and Accreditation:</u> a requirement of all event site staff engaged at our events – assists with governance of relevant venue induction courses, requires suppliers to provide employees all information and training to safely perform the services, and provides AGPC the ability to attach conditions to credentials that permit access to the site.</p> <p>The above points highlight that work performed on-site at event is permitted by only highly skilled and licensed contractors and assists to eliminate modern slavery risks around underpayment and the use of base skilled labour.</p>

EFFECTIVENESS OF COMPLIANCE WITH RISK MITIGATION ACTIONS

As part of monitoring its contractors and their ability to deliver goods or services, AGPC generally reviews contractor performance and its supply chains. Active engagement with current and future suppliers, other international promoters and the global commercial rights holders will help to deepen our understanding of their supply chains and any associated risks.

AGPC's approach to managing risks associated with practices that may engage Modern Slavery is multifaceted and involves a risk-based approach. Depending on the nature of the concern, AGPC will consider what actions would be appropriate in the circumstances, which could include:

- working in partnership with the supplier or contractor on ways they can remediate AGPC's concerns to close out non-conformance; or
- terminating the contract.

Modern Slavery is a complex issue that requires ongoing review of practices and risks together with several stakeholders. We monitor the effectiveness of our actions by continuously reviewing our operational and business risks, including modern slavery and mitigation measures in our enterprise risk heat map reported to our Board at each Board meeting and annually reviewing our Modern Slavery processes and mitigation strategies to ensure they are relevant and up to date.



PROCESS OF CONSULTATION WITH ANY ENTITIES AGPC OWNS OR CONTROLS

'Criterion 6' is not applicable to AGPC's operations.



MOVING FORWARD

AGPC undertakes to constantly improve our awareness and knowledge of modern slavery risks in our supply chains. AGPC has incorporated a modern slavery questionnaire in our tender response forms for completion during our procurement processes.

We will continue to make improvements to achieve greater adherence to modern slavery standards in subsequent reporting periods by embarking on the following:


ACTION	COMMITMENT
Social Procurement	AGPC has developed Social Procurement Guidance Notes, aligning with the Victorian Government Social Procurement Framework. AGPC will continue raising awareness across the organisation about Social Procurement, exploring opportunities to collaborate with social impact organisations, and tracking its effectiveness to ensure meaningful outcomes.
Modern Slavery Attestation	Over the next reporting period, we will continue to mandate the development of a modern slavery attestation for contracted suppliers, sponsors and commercial partners (current or prospective).
Staff Training	Training has been provided to key staff where there are likely to be higher modern slavery and human trafficking risks based on the outputs of their respective functions. This will be formally rolled out in 2025-26 with key focus areas being: <ul style="list-style-type: none"> • Educating staff on modern slavery risks; and • Empowering staff to ask the right questions during the procurement process.
Approved Subcontractors	We will continue to explore how we can investigate our approved subcontractors to ensure they are following the same expected set of behaviours and values that our suppliers have.
Updating Contracts and Policies	AGPC continuously monitors its contracts to ensure they contain the appropriate terms and conditions in relation to Modern Slavery. This extends to our policies, ensuring a minimum standard of ethical behaviour required in the provision of goods and services.

ENDORSEMENT

In accordance with section 13(2) of the Modern Slavery Act, this statement was approved by the members of the board of the Australian Grand Prix Corporation on 26 August 2025.



The Hon. Martin Pakula
Chairman
Australian Grand Prix Corporation



Travis Auld
Chief Executive Officer
Australian Grand Prix Corporation



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