



The Entertainment and Education Group

Modern Slavery Statement

Year ended 31 December 2021

Introduction

This joint Modern Slavery Statement is prepared by The Entertainment and Education Group ('**TEEG**' or '**the Group**'), 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 over 6,500 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.

The Group'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 (markets considered to be subject to a lower risk of modern slavery practices). Consistent with the nature of TEEG's business operations, the key categories of goods and services procured by the Group 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 the Group, 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 TEEG, cleaning services are considered to present the highest risk.

The risks associated with the Group's supply chains are mitigated to some extent by:

- the strong expectations imposed upon TEEG'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; and
- the partnership between the Group and reputable, sophisticated joint venture partners in Indonesia, Philippines and Vietnam.

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 previous reporting period amusement game and attraction suppliers were identified as a focus category due to the cumulative value of such goods acquired by the Group and the fact that electronics have been identified as a higher risk category of goods.

The travel restrictions and business disruption resulting from the COVID-19 pandemic prevented the planned physical inspection of manufacturing facilities of key suppliers in this category for a second consecutive year. It remains TEEG's intention to commence such inspections as soon as is practicable.

To facilitate an assessment of the modern slavery risk profile of key suppliers, a modern slavery questionnaire was prepared and distributed to a selection of tier one suppliers during the reporting period. The questionnaire requires the supplier to provide an overview of its risk mitigation policies and practices. The vast majority of suppliers that have completed and returned the modern slavery questionnaire have demonstrated a robust approach to the identification and elimination of modern slavery risks in their respective

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

operations and supply chains. The Group intends to distribute its modern slavery questionnaire to an expanded selection of suppliers in calendar year 2022.

In recognition of the fact that cleaning services were considered to present the highest risk of modern slavery amongst the various categories of services procured by TEEG, an assessment of the modern slavery risk profile of potential suppliers was incorporated as a key element of a cleaning services procurement process which was initiated during the reporting period.

The Group plans to deliver modern slavery training to key team members responsible for managing the TEEG's relationships with suppliers in higher risk categories. It is intended that the first such training session will be delivered in calendar year 2022 and repeated on a periodic basis in subsequent periods.

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 24 February 2022.



Victor Ha
Director
TEEG TopCo Pty Ltd
24 February 2022