



Modern Slavery Statement

Adelaide Oval SMA Limited (AOSMA)

ABN: 46 141 259 538
Statement for FY2024



Acknowledgement of Country

Adelaide Oval SMA Limited (AOSMA) acknowledges the Traditional Owners of Country throughout the lands upon which we operate, which always was, and always will be, Aboriginal land.

We pay our respects to Aboriginal and Torres Strait Islander cultures, their spiritual relationship with their lands, waters and communities, and Elders past and present





Our Structure and Governance

Reporting Entity

Adelaide Oval SMA Limited (AOSMA)

ABN: 46 141 259 538 is the Reporting Entity.

This is AOSMA's inaugural Modern Slavery Statement. AOSMA achieved a total revenue of \$101.74m for the financial year 1 November 2023 to 31 October 2024.

This marks the beginning of an important journey for AOSMA in the modern slavery space.

This year we have focused on establishing our foundation, and taking our initial steps in identifying, assessing and remediating modern slavery risks within our business and supply chain. We will continue to expand on this program of risk assessment and remediation in future reporting periods.

Company Overview

AOSMA is incorporated under the Corporations Act and is a public company limited by guarantee. In 2013, AOSMA was formed to manage the Adelaide Oval venue redevelopment and ongoing business.

AOSMA is a joint venture company for the two entities that grow and develop cricket and Australian Rules Football in South Australia, South Australian Cricket Association Limited (SACA) and the South Australian National Football League (SANFL). AOSMA is a not for profit public company limited by guarantee. AOSMA is responsible for running, maintaining and developing Adelaide Oval, operating on an 80-year lease from the Government of South Australia.

In 2014, a redeveloped Adelaide Oval proudly took its rightful place on the global stage as a truly 21st century stadium, with its new state-of-the-art facilities and pavilion roofline nestled within the city's famous heritage listed park lands.

The registered office, and the principal place of business for AOSMA is:

**Adelaide Oval
War Memorial Drive
North Adelaide, S.A, 5006**

AOSMA does not own or control any entities.

As at 31 October 2024, AOSMA's number of employees was 1,744.





Objects for which AOSMA was established

As a not for profit public company limited by guarantee, AOSMA cannot make any distributions to its members. The Company's income and property must be applied solely towards promoting its objects. The objects are noted within the Company Constitution. These objects are:

- 3.1 *To encourage, promote, control and manage*
 - a. sport, and in particular games of cricket and games of football within the Adelaide Oval Core Area and elsewhere; and
 - b. recreational and entertainment events other than sporting events including cricket and football.
- 3.2 *in furtherance of the objects contained in clause 3.1 to:*
 - a. promote, control and manage:
 - i. any other premises or sports grounds controlled by the Company from time to time;
 - ii. and otherwise maximise the use of the Precinct, having regard to, among other things, the environment; and
 - b. otherwise maximise the use of the precinct.
- 3.3 *to make distributions, provide grants and/or render financial assistance to any sporting club, association, organisation, institution or company provided that such sporting club, association, organisation, institution or company at the time of*
 - a. has as a principal object, the encouragement of sport;
 - b. and does not carry on business for the profit or gain to its individual members.

Governance of AOSMA

The Members of AOSMA are the eight Directors, four each appointed by SACA and SANFL.

The Board of Directors is responsible for the effective corporate governance of AOSMA, the appointment of the Chief Executive Officer (CEO) and work with the CEO to:

Set the strategic direction of the Company

Ensure the objects of the Company are achieved

Be informed about organisational management and processes to make appropriate decisions

Monitor changes in Government policy and community attitudes

Ensure the development of appropriate policies and procedures to achieve the objectives of the Company

Be accountable for the appropriate use of finances

Consider recommendations and reports presented by Board appointed Committees/ Working Parties

Review organisational performance against targets and objectives

Address issues relating to risk management across the Company

The CEO is supported by a Senior Leadership Team and is responsible for implementing the strategy and managing the day to day operations of the company.

Affiliated companies not owned or controlled by AOSMA

The reporting entity is AOSMA. AOSMA has affiliated companies that it provides services to, as noted below.

These companies are not a part of the Reporting Entity and do not have any Modern Slavery Reporting obligations.

Adelaide Oval Hotel Pty Ltd (AOHT)

AOHT operates the Adelaide Oval Hotel which is built into the Adelaide Oval. AOHT contracts AOSMA to provide management and staffing services to operate the Adelaide Oval Hotel

AOSMA sub-leased a portion of the Adelaide Oval space to AOHT for these operations and provides management services to AOHT. AOHT pays a lease fee and services fee to AOSMA.

AOHT pays commissions on food and beverage sales that occur within AOHT on a game day to AOSMA. AOHT engages AOSMA's management services for the delivery of the MTX club on game days on a commission basis

Commercial Operations Pty Ltd (COT)

COT operates the Adelaide Oval RoofClimb and some off-site food and beverage catering. COT contracts AOSMA to provide management and staffing services to operate the Adelaide Oval RoofClimb and off-site food and beverage catering ventures.

AOSMA licenced a portion of the Adelaide Oval space to COT for these operations and provides management services to COT. COT pays a licence fee and services fee to AOSMA.

It should be noted that AOSMA does not meet the definition of having control over either AOHT or COT and therefore neither entity is considered to be owned or controlled by AOSMA for the purposes of the Modern Slavery Statement and the reporting obligations or the Reporting entity.

Our Mission

Our Mission is to collaborate with our clients and stakeholders to deliver an outstanding customer experience 365 days a year and thereby drive revenue for the benefit of sport in South Australia.

Our Vision

“

**TO BE AUSTRALIA'S MOST ICONIC
PROVIDER OF WORLD-CLASS,
UNMISSABLE EXPERIENCES FOR ALL.**

”

OUR VALUES



**WE CELEBRATE WHO
WE ARE AND WHERE
WE HAVE BEEN**



**WE LOOK FORWARD
WITH A CURIOUS
MINDSET**



**WE DELIVER AND
ACHIEVE GREAT
THINGS TOGETHER**



**WE ENJOY WHAT WE
DO AND REVEL IN THE
EXCITING MOMENTS**



Our Strategy

Our strategic plan shapes everything we do at AOSMA.

Our strategic plan is embedded across our business. AOSMA is in the second horizon of our strategic plan which is the building phase. This year we are focusing on our five strategic priorities:

People - Our Community is unified and champions our employee brand.

Experiences - We create, promote and deliver extraordinary experiences.

Social - We advocate change within our Social Responsibility Program.

Technology & Data - Build our customer data strategy and ensure technology enhances our operations and experiences.

Growth - We grow and diversify our revenue streams.

AOSMA will review the strategic plan with the Board of Directors annually and will track progress with our five key metrics; employee, experience, brand & reputation, technology & data and financial.

The execution of our strategic plan is underpinned by our Mark of Service. At AOSMA we keep our Mark of Service alive by modelling the standards we have set for ourselves as an organisation.

Our Mark of Service

We are
**approachable
& welcoming**

- We acknowledge our members, visitors, returning patrons and internal stakeholders as our guests
- We warmly welcome each person we interact with, with a friendly smile & authentic greeting
- We naturally interact with as many people as possible & say hello to everyone we walk past
- We say thank you & share our gratitude



We are
innovative
proactive,
knowledgeable
& helpful

- We enhance experiences for all by anticipating & resolving guest needs
- We don't say "I don't know" we say "I will find out for you"
- We are knowledgeable and informed through the continuous learning provided to us



We take **pride**
in what we do

- We take responsibility for the appearance of ourselves, our ground & our venue
- We wholeheartedly believe; The standard that you walk past is the standard you accept
- We proudly promote our diverse range of experiences



We **collaborate**
as a team to
create world-class
experiences

- We support each other to step up & step forward
- We listen and follow through on feedback
- We are trusted and empowered to make decisions
- Our success is measured by the collective performance of the entire organisation, not just individual departments



We inject **fun**
into all our
experiences

- We go out and have fun, smile & laugh with our guests and with each other
- We take moments and turn them into memories
- We celebrate wins! From mini achievements to major milestones & everything in-between



Our Operations

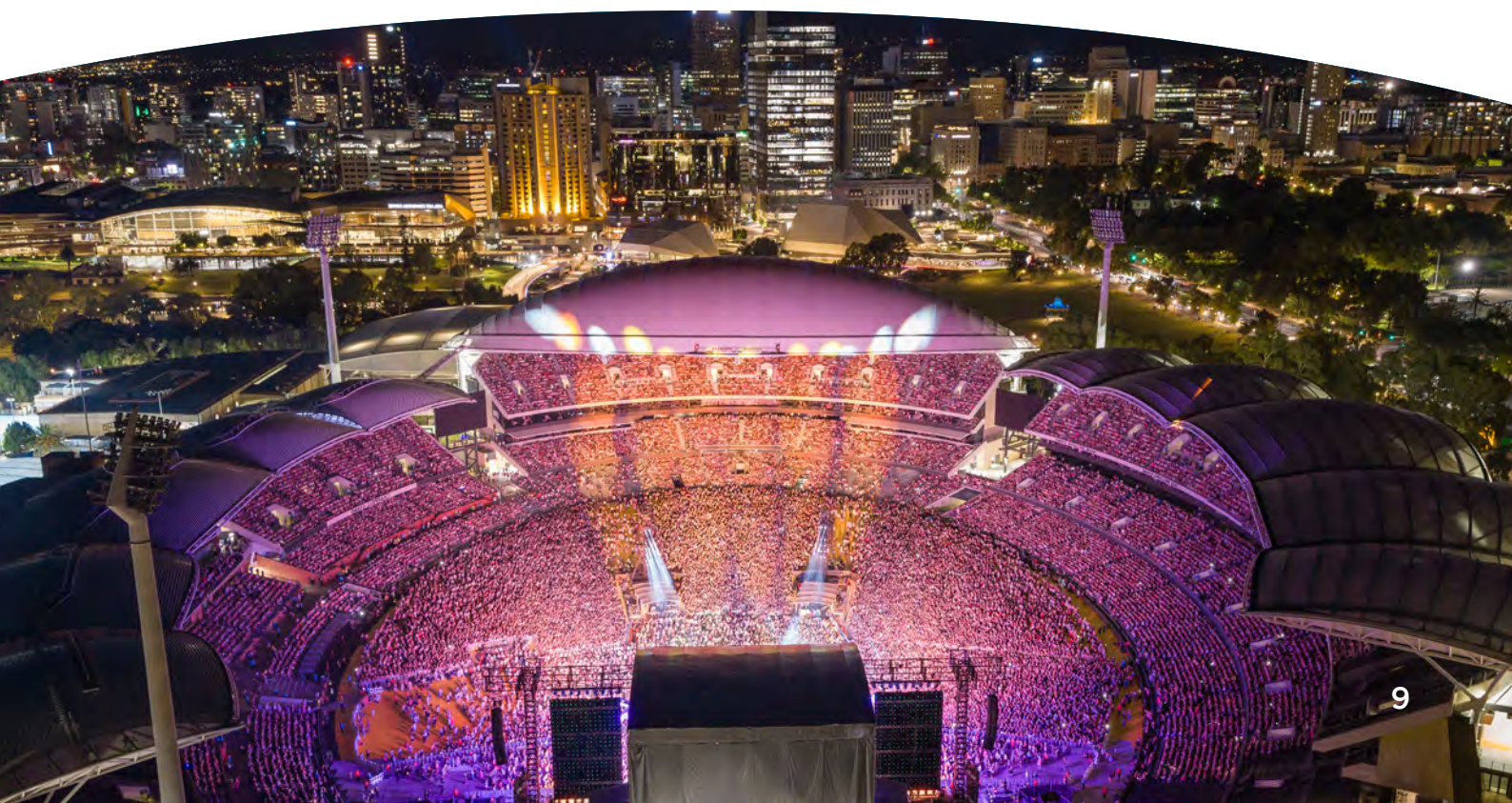
The principal activities of AOSMA include the stadium and grounds management of the Adelaide Oval in operating as a venue for sporting events, concerts, functions and other events.

AOSMA leases the Adelaide Oval from the South Australian Government. AOSMA's responsibilities in relation to the management of the venue are noted within the Adelaide Oval Redevelopment and Management Act 2011.

AOSMA also performs a role in the conservation of the Adelaide parklands, being responsible for

the maintenance, protection and enhancement of selected areas.

AOSMA's commercial business revenue streams comprise of food and beverage sales, match day recharges and stadium operations, major event venue hire and management, function and event venue hire and management, car parking, tourism offerings, merchandise, licence fees and service agreements, and domestic and international turf consulting and curation.





Our Supply Chains

AOSMA is committed to collaborating with its suppliers and business partners to mitigate the risk of modern slavery in its supply chain.

We are continuing to undertake a program to identify key suppliers and assess the risks they bring to our operations. This is largely associated with the types of products and services they contribute to our supply chain.

All procurement at AOSMA is guided by our Procurement policy, Contract Management Policy and associated procedures. All contracts are entered into in accordance with our Delegations of Authority. Our procurement and contract management process involves thorough due diligence to ensure alignment with our values and regulatory compliance. individual members.

Product Suppliers

AOSMA sources products from a diverse range of suppliers. Our key products are noted below:

Raw Materials and Consumables

AOSMA's largest commercial business line is the food and beverage outlets, and food and beverage associated with corporate venue hospitality production. This requires the purchase of all food and beverage from our business partners and suppliers. Consumables also includes cleaning, kitchen, operations and ground management consumables such as dishwashing detergents, chemicals, gloves, sanitiser and sunscreen.

Uniforms and merchandise

AOSMA event day staff, all internal AOSMA departments and AOSMA tours volunteers are provided with a branded uniform. Maintenance and Grounds staff are provided with high-vis uniform requirements, steel cap boots and other workplace safety items. The Concierge at Adelaide Oval also sells branded AFL, Cricket, AOSMA apparel and souvenir merchandise.

Stadium Equipment

Stadium equipment such as hospitality kitchen and dining equipment, natural and artificial turf, vehicles and machinery, lighting systems, crowd control systems such as barriers, bollards, gates and security equipment.

Capital Expenditure for Building Fit Outs

AOSMA undertakes capital sinking fund projects each year in accordance with the requirements within the Adelaide Oval Redevelopment and Management Act 2011. Capital projects for this financial year included tower lighting, sensory space, and other bespoke built stadium equipment. AOSMA has an internal Capital Maintenance team who buy products such as plaster, tiles, paint, glass bathroom fittings, carpet and furnishings.

IT, Administration, Communications and Office Equipment

IT infrastructure, Wi-Fi, intercommunication systems, televisions, scoreboard, computers, servers and administrative office equipment.

Service Providers

AOSMA works with various service providers and business partners to deliver a range of services including:

Content and Match Day Services

This includes all match day and major event services relating to the execution of the football match, cricket match, or to the venue hirer's major event. Match day services include staffing, utilities, security, cleaning, hire of equipment and medical services.

AOSMA Lease

AOSMA lease the stadium from the South Australian Government and pay a lease fee in accordance with the Adelaide Oval Redevelopment and Management Act 2011.

Ticketing Services

Ticketing services related to printing, preparing, selling and the distribution of tickets to events held at Adelaide Oval.

IT and Software Services

IT services and software such as data storage, cybersecurity, communications, website, risk, board governance and accounting systems, POS solutions, event management, visitor management and booking systems

Stadium Operations Services

All functional expenses incurred within the day-to-day operations of the Adelaide Oval. This includes marketing, advertising, public relations, car parking services, waste management services, fire safety, hire of equipment, venue maintenance, presentation and cleaning services.

Administrative Services

Audit, Tax, Banking, Legal and Insurance services provided to AOSMA.

Social Responsibility Services

Services engaged through AOSMA's social responsibility initiatives such as business partnerships through our reconciliation action plan (RAP), modern slavery requirements, sustainability audits and charity partners.

Utilities

Stadium utilities for the day-to-day operations of the venue (exclusive of match day and major content days), such as power, gas and water.

Geographic Locations

Our tier one supply chain is extensive and has global reach. It incorporates a range of products and services across various industries.

In FY2024 AOSMA spent \$57.61m on goods and services from over 2,000 suppliers across various categories of the above-mentioned products and services.

More than 99% of this expenditure was with domestic suppliers, with the remainder of suppliers being in the following countries: Singapore, Netherlands, UK, USA, Canada, Ireland and NZ.

None of the overseas suppliers are based in countries that are rated high risk for modern slavery. We note that these suppliers may still pose a risk to AOSMA.

Based on our scoping exercise and risk assessment - multinational suppliers are generally of a size that requires compliance with the modern slavery legislative obligations and we are therefore able to review these to support AOSMA's response to Modern Slavery compliance.

Risks of Modern Slavery

Practise within our Operations

AOSMA complies with relevant Australian Work Health and Safety and other legislation.

Our staff are based in Adelaide and undertake induction training that covers our code of conduct, equal opportunity, sexual harassment and work health and safety. We have not identified any specific modern slavery risks in our own operations.

Although no modern slavery instances have been identified to date, we continue to assess, reflect, and review the key industries, products and services, and geographical locations that may present the highest risk within our supply chain. We conduct an ongoing review to identify any emerging areas of concern. These risks include:

Geographic Risk

AOSMA engages with a multinational supply chain, which can provide limitations on full visibility. We acknowledge that our supply chain operates in countries that may have higher risks of modern slavery, including factors such as poor governance, weak rule of law, conflict, migration flows and socio-economic challenges.

Industry and Product Risk

Certain industries and products purchased by AOSMA may pose risks of modern slavery risks due to the methods of production, provision or use. These include but are not limited to; cleaning, medical, food and beverage suppliers, security, vehicle and machinery, garment/apparel/uniforms, and IT products.

Services Risk

This risk includes cost requirements and delivery timeframes which AOSMA may set with a contract provider, which may encourage the supplier to engage in excessive working hours, make cost savings on labour hire, or rapidly increase workforce size.

We acknowledge that the risk of modern slavery goes beyond the direct supplier relationships, and it is our responsibility to assess those engaged with our suppliers within our broader supply chain. In partnership with our suppliers, we are focused on identifying potential risks that may be present in the next tier of our supply chain.

Addressing our Modern Slavery Risk

AOSMA has taken its first steps to address modern slavery risks in its operations, and supply chains.

With this being our first reporting period, we have focused on establishing the foundation of our program and we are committed to a continuous and expanding program of identifying, assessing and remediating modern slavery risks within our organisation.

- AOSMA actively manages contracts with its key service providers to ensure compliance with workplace, occupational health and safety and other relevant legislation. We are committed to ensuring that contractors are meeting workplace agreements and Australian legislation.
- AOSMA contracts have a specific clause for modern slavery that the Supplier shall comply with all applicable anti-slavery and human trafficking laws, including the *Modern Slavery Act 2018 (Cth)* and warrant that they have not been convicted of any offence or investigation in connection with slavery and/or human trafficking. This is relevant for all tenders and contracts within AOSMA.
- AOSMA has taken the initial steps to commence our risk assessment processes in relation to modern slavery in order to identify our suppliers and assess their risk levels and conduct further inquiries and

assessments for suppliers deemed as higher risk.

- AOSMA has an Employee Code of Conduct Policy that establishes clear expectations for behaviour of our employees and contractors. It requires all staff to act with integrity, comply with law and to report any questionable practices.
- AOSMA has a whistle-blower policy which allows staff and contractors to report legislative breaches, misconduct or other information safely and anonymously, knowing that they are supported and protected throughout the process.
- AOSMA has a procurement policy which outlines the principles for procurement activities. We aim to mitigate adverse impacts to the environment and society while upholding economically viable business practices through our operations and supply chain.
- AOSMA has a grievance policy, the purpose of this policy is to provide employees with a transparent procedure for raising and resolving grievances.

Addressing our Modern Slavery Risk

- AOSMA has a risk management framework and underlying policy which outlines the approach used by AOSMA to control organisation risks in a consistent and systematic manner. The risk management framework covers the risk strategy, risk appetite and profiling, risk processes and policies, internal risk Reporting and maintenance of the risk register, risk classification and external dashboard reporting and monitoring. The risk management framework is essential to AOSMA's strategic priorities and long-term success.
- AOSMA has a work health and safety policy. AOSMA is committed to providing a safe and healthy environment for its employees, volunteers, contractors and other visitors. The objective of the policy is to promote, support and enhance employee health and wellbeing throughout the organisation.
- AOSMA commitment to our Reconciliation Action Plan lays the foundation for establishing more meaningful and long-term relationships, contributing to reconciliation in a structured, relevant and respectful manner. As a world-renowned organisation, founded on a landmark with a rich history that compels respect, we have a responsibility to continually educate ourselves and our circle of influence. This is with a view to create pathways for and strengthen new, relationships with our Aboriginal and Torres Strait Islander community – for the betterment of all.
- The Modern Slavery requirements are monitored by a number of department managers (Finance, People and Culture and Brand). These cost centre representatives in collaboration review the modern slavery risk assessment process, oversee staff training, approve actions and planned actions undertaken by the business. They also ensure actions are reported through to executive level meetings, the Finance and Risk Committee, and the AOSMA Board as appropriate.

Effectiveness of our actions and planned actions

Being AOSMA's inaugural Modern Slavery Statement we are just beginning the process to track the effectiveness of our actions.

This year has been about establishing the foundations, for which we will be looking to assess, monitor and track in the next reporting period.

Business risk and governance is overseen by the Finance and Risk Committee, and the Board of Directors.

AOSMA reviews and evaluates the effectiveness of its management controls through its organisational risk management processes, internal audits and regular supplier engagement. AOSMA plans to assess the key controls within the Social Responsibility/Risk assessment process and expand the internal audit program.

The results of these activities are captured through our risk management process and are reported to the Senior Leadership Team, the Finance and Risk Committee and to the Board of Directors. Risks are reviewed annually by the Finance and Risk Committee, with a monthly report on the highest risks presented in dashboard form.

Modern slavery actions are integrated into our routine management practices and operational activities.

Throughout this reporting period, no instances of modern slavery or labour rights concerns were reported through our internal whistleblower and grievance mechanisms.

Continued actions include:

Formalise our Social Responsibility Framework

Develop a questionnaire for suppliers who are deemed to be high-risk

Extend modern slavery into our compliance training

Annual review of the Human Rights Policy

Formalise our risk methodology and assessment process for modern slavery

Our Human Rights Policy is in its final stages and will be finalised and distributed throughout the organisation in the new financial year

Continued engagement with our business partners to conduct a supplier review and deliver screening results for the team to assess

Extend awareness of modern slavery considerations to our associated entities, business partners and stakeholders

Our Supplier Code of Conduct is in its final stages and will be finalised and distributed throughout the organisation in the new financial year

Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses

Continue to advance our commitment to upholding human rights throughout our organisation and supply chain

Prepare for and provide training internally on the upcoming Sustainability Standard reporting requirements, which include social responsibility

Consultation

AOSMA does not control any other entities. Therefore, the consultation criteria is not applicable to our organisation.

Endorsement and Approval

This statement has been prepared in collaboration with the key business units within AOSMA that are responsible for procurement, governance and risk compliance at AOSMA.

This is AOSMA's inaugural Modern Slavery Statement. We plan to progress with our continue actions into the new reporting period.



The Hon. Robert Kerin
Chair of the Adelaide Oval SMA Limited
By authority of the Board of Directors
26 March 2025

This statement was approved by the Board of Directors in their role as principal governing body of the Adelaide Oval SMA Limited, on 26 March 2025.

This statement is signed by a responsible member of the Adelaide Oval SMA Limited.