



## MODERN SLAVERY STATEMENT (2024)

This Modern Slavery statement is made pursuant to the *Modern Slavery Act 2018* (Cth) (the **Act**) and constitutes TGI Sport Holdings Pty Ltd (ABN 79 628 374 210) slavery and human trafficking statement for the financial year ended 2024 (period to 31 December 2024).

### CRITERION 1 – REPORTING ENTITIES

TGI Sport Holdings Pty Ltd (ABN 79 628 374 210) is an Australian holding company with a head office at Level 3, 510 Church Street, Richmond VIC 3121.

### CRITERION 2 – REPORTING ENTITY STRUCTURE

TGI Sport Holdings Pty Ltd (ABN 79 628 374 210) controls a group of Australian companies which have a broad range of business operations within the sports and entertainment industry and this statement is issued on behalf of TGI Sport Holdings Pty Ltd and each of the related body corporates (as that term is defined in the *Corporations Act 2001* (Cth)) listed in **Schedule 1** (collectively **TGI**).

#### Operations

The operations undertaken by TGI can be grouped into two main areas, set out below:

1. The business operations of the companies in **Item A of Schedule 1 (Group A Companies)** include:
  - a) Media rights acquisition and management;
  - b) Providing clients and agencies with strategic, innovative advertising solutions in Sport via LED signage, virtual and parallel advertising and static signage;
  - c) Provision and Installation of LED Signage, hardware, technology and data;
  - d) Content creation and management, production and print services; and
  - e) Developing technological advances in advertising solutions.
2. The business operations of the companies in **Item B of Schedule 1 (Group B Companies)** include:
  - a) Talent and Media Representation;
  - b) Sports Marketing;
  - c) Events and Activations (Management and Consultancy);
  - d) Merchandise Services;
  - e) Creative Content and Design; and
  - f) Brand Management.



### Supply Chains

TGI operates in several different territories including Australia, the United Kingdom, the United States of America and certain parts of Europe but this statement is focused on the Australian operations.

#### A. Group A Companies of TGI

| TGI Group Company                      | Number of Suppliers                | Country where Suppliers are based                                                                                                                                                                    |
|----------------------------------------|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>TGI Sport Pty Ltd</b>               | Approximately <b>156</b> Suppliers | 9.5.5% of the Suppliers are based in Australia;<br>1.3% of the Suppliers are based in the United Kingdom<br>2.6% of the Suppliers are based in China;<br>0.6% of the Suppliers are based in Germany. |
| <b>TGI Sport NZ Ltd</b>                | Approximately <b>27</b> Suppliers  | 14.8% of the Suppliers are based in Australia;<br>85.2% of the Suppliers are based in New Zealand.                                                                                                   |
| <b>Sportsmate Technologies Pty Ltd</b> | Approximately <b>5</b> Suppliers   | 100% are based in Australia.                                                                                                                                                                         |

The main Suppliers that **Group A Companies of TGI** use are in the following categories:

1. Design, procurement, installation and maintenance of LED screens for stadia perimeter and parapet sport related advertising infrastructure;
2. Goods and services needed to produce and deliver advertising material including paper, ink, printing services, equipment;
3. Professional Services for everyday operations, including recruitment, legal and tax, auditing, information technology, telecommunications and cleaning; and
4. Software licences.



## B. Group B Companies of TGI

| TGI Group Company                         | Number of Suppliers                | Country where Suppliers are based                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>TGI Merchandise Pty Ltd</b>            | Approximately <b>201</b> Suppliers | 89.1% of the Suppliers are based in Australia;<br>5.5% of the Suppliers are based in China;<br>1.0% of Suppliers are based in India;<br>0.5% of the Suppliers are based in New Zealand;<br>1.0% of the Suppliers are based in Sri Lanka;<br>0.5% of the Suppliers are based in Thailand; and<br>2.5% of the Suppliers are based in the United States of America. |
| <b>TGI Sport Marketing (Aust) Pty Ltd</b> | Approximately <b>121</b> Suppliers | 95.9% of the Suppliers are based in Australia;<br>0.8% of the Suppliers are based in Denmark;<br>2.5% of the Suppliers are based in United States of America; and<br>0.8% of the Suppliers are based in United Arab Emirates.                                                                                                                                    |
| <b>TGI Sport (Rugby Talent) Pty Ltd</b>   | Approximately <b>20</b> Suppliers  | 100% of the Suppliers are based in Australia.                                                                                                                                                                                                                                                                                                                    |

The main Suppliers that **Group B Companies of TGI** use are in the following categories:

1. Installation of temporary infrastructure (including custom builds), theming, food and beverage, amusement rides and devices, pyrotechnics, cleaning, security, entertainers, staging, rigging and lighting;
2. Production and delivery of consultancy services including data and statistics collection, analysis;
3. Manufacturing and importation of sports uniforms, promotional premium products and trading cards, which includes but is not limited to clothing, paper products, inks, printing services, design services and freight forwarding, direct mail, packing and warehousing;
4. Professional Services for everyday operations, including recruitment, legal and tax, auditing, information technology, telecommunications and cleaning; and
5. Software licences.



### ***TGI's Commitment and Policies***

TGI is committed to ensuring that there continues to be no Modern Slavery or human trafficking in its operations and continues to ensure that the risk of Modern Slavery or human trafficking in its supply chain is eliminated or mitigated.

The TGI procurement process ensures that key Suppliers commit to compliance with all necessary laws and regulations within their regions as well as an overall commitment to:

- 1.** take reasonable steps to protect the health and ensure the safety of their own workforce and all workers in their supply chain;
- 2.** not use or knowingly allow to be used any slavery in the performance of their obligations to us;
- 3.** comply with local laws and best practices in their regions regarding the suitability of employee working conditions;
- 4.** allow their workforce the freedom to leave their employment without the threat of deterrents;
- 5.** take steps to prevent the illegal treatment of their workforce by their management or any third party;
- 6.** have an anti-bribery policy;
- 7.** where necessary, work with us to identify, audit, mitigate and where possible eradicate areas perceived to be at risk of Modern Slavery and human trafficking; and
- 8.** show a continued commitment to work with us to rectify any risk of Modern Slavery.



### CRITERION 3 – IDENTIFYING MODERN SLAVERY RISKS IN TGI SUPPLY CHAINS

Last reporting period TGI conducted a high-level initial assessment of the Modern Slavery risks in TGI supply chains. TGI's review of the risk of Modern Slavery practices across its supply chains were made with close consideration of the Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities document (**Guidance Document**).

In assessing the inherent risk of Modern Slavery in its supply chain, TGI also had regard to the most recent Global Slavery Index (**GSI**) which rates the countries in the regions that TGI directly deals with (as set out below) as low for prevalence of Modern Slavery practices apart from China which is rated at a low-mid rating.

Based on this initial assessment, TGI's Suppliers are predominately based in countries where there are reasonable standards of protection for individual rights and vulnerable workforce populations are rated as low.

The GSI also lists Australia's top five imported product groups at risk of being produced utilizing modern day slavery. Of the products identified, TGI purchases two product groups which are determined to be in a high-risk category being;

1. Laptops, computers and mobile phones via domestic Suppliers (who in some cases may import from overseas); and
2. Garments.

TGI buys phones laptops, computers and mobile phones via domestic, reputable Suppliers.

In respect of the garments sourced from China, TGI ensures that it has collaborated with others in the industry, including a leading sporting goods brand who has developed its own safety and accreditation system when assessing factories compliance in Modern Slavery as well as other ethical compliance. TGI Merchandise Pty Ltd is a licensed supplier of this brand, TGI only order garments from factories that meet this high standard of accreditation, minimising TGI's own risk.

In relation to its direct operations, given the location of each TGI company and the industry (sports marketing, management and advertising) in which TGI operate, TGI have assessed the risk of Modern Slavery across its direct business operations as low.

TGI has appropriate workplace management policies and practices, along with skilled managers, to ensure appropriate recruitment and management of employees, including compliance with minimum remuneration requirements.

In relation to its supply chain, the overall risk is low having regard to the GSI and low-mid in the case of certain products. TGI will focus and perform more due diligence where there is higher risk.

In terms of services that TGI sources domestically in Australia, the categories of higher risk that TGI has identified are cleaning, labour hire and food services. TGI only contracts with reputable Suppliers which confirm each Supplier is paying appropriate minimum remuneration and ensuring there is no Modern Slavery practices in their organisation.

TGI has worked with these Suppliers over a long period of time and have a great deal of confidence in the quality of their operations.



## CRITERION 4 – ACTIONS TAKEN TO ASSESS OR ADDRESS MODERN SLAVERY RISKS

In this reporting period, TGI has made further refinements to its procurement process ensuring an expanded Modern Slavery Questionnaire is issued to Suppliers and Supplier agreements include commitments to Modern Slavery standards.

These are already in place, and TGI will continue to review them for continuous improvement in the following areas;

1. Guidelines for Supplier procurement reviewed and updated for all TGI staff;
2. A Supplier Code of Conduct that establishes the minimum ethical business standards expected from TGI Suppliers is supplied to all Suppliers and they are required to respect and comply with this code as part of their contractual obligations;
3. Standard form supplier agreements and checklists that proactively address Modern Slavery risks and set out TGI's expectations that Suppliers are proactively working to ensure mitigation of Modern Slavery risks in their own supply chains;
4. Human resources, finance, legal, procurement and risk management are all functions exercised by employees in TGI businesses whose roles include ensuring compliance with laws and internal policies and processes across the businesses;
5. Any Supplier Agreement is reviewed by TGI internal legal to be signed off from senior management prior to entry. This enables us to consider risks relating to entering into an agreement with a supplier, which could include the identity, location or operations of the counterparty; and
6. internal training tailored to each Business Unit in relation to Modern Slavery.

TGI's further objectives for international and domestic Suppliers consisted of the continued deployment of the Modern Slavery Questionnaires and Supplier agreements. Any Suppliers that refuse the Modern Slavery Questionnaires and Supplier agreement were removed TGI's Supplier list. This is a minimum threshold going forward for onboarding and retention of Suppliers. A continued challenge faced by TGI involves each Supplier failing to provide substantial detail about their own supply chain, further upstream from TGI's operations. Further investigation and collaboration with Suppliers shall be an area of focus in 2025.

Again, in respect of higher risk products, such as apparel, TGI operates as a distributor of a global leader in sports clothing manufacturing. Given that most of TGI sourcing is done via factories who are preferred (and accredited) Suppliers of that global leader (agreeing to Codes of Ethics and sustainable practices), TGI is confident in the detailed systems and processes they have in place to ensure that the factories are meeting their high ethical standards. Their own Modern Slavery report details the vast amount of analysis, training and tailor-made programs that they have set up for their factories which has included directions to factories to only source cotton, a high-risk product, from growers who are licenced as having good farming and human rights standards.

2024 saw TGI issue a customised incident reporting template to ensure that TGI staff can freely report any concerns that they have that relate to suspicions of Modern Slavery.

### 2025 Objectives

- *Ensure Modern Slavery Incident Reporting training is deployed to TGI Staff in relevant TGI operations.*
- *Ensure all Suppliers complete Modern Slavery Questionnaires and Supplier Agreements as well as direct address any improvement areas identified in previous Modern Slavery Questionnaires.*



## **CRITERION 5 – ASSESS THE EFFECTIVENESS OF ACTIONS**

To continuously evolve and improve the TGI approach to the risks of Modern Slavery in its supply chains, TGI will assess the effectiveness of its actions by ensuring that policy reflects the following processes;

- 1.** Annual review of the Modern Slavery Policy and Procedures;
- 2.** Annual Supplier surveys for existing Suppliers and nominating at least 2 Suppliers to be audited by an external agency each year and a report on the % of Suppliers who have returned their surveys;
- 3.** Working with TGI Suppliers to resolve or substantially mitigate any instances that are discovered in the supply chain to ensure that this is done in a respectful way and so that the Supplier can demonstrate that with support it can remediate situations; and
- 4.** Ensure all Suppliers complete Supplier Modern Slavery Questionnaires and execute Supplier agreements that include Modern Slavery obligations.



## **CRITERION 6 –CONSULTATION WITH OWNED AND CONTROLLED ENTITIES**

Consultation has occurred with each member of the listed entities who have had to provide some of the data used in this statement. Staff involved in the preparation of this statement have consulted with the necessary business operations of TGI to gather the necessary information to prepare this statement on behalf of the TGI and have given all Business Unit heads the chance to read and contribute to this statement.

This statement was approved by the board of TGI Sport Holdings Pty Ltd (ABN 79 628 374 210) on 30 June 2025 | 6:19 PM AEST

A handwritten signature in black ink that reads 'Martin Jolly'.

**Martin Jolly**  
**Director**  
**TGI Sport Holdings Pty Ltd**



## **SCHEDULE 1 – TGI GROUP COMPANIES**

### **Item A: GROUP A Companies**

- TGI Sport Pty Ltd
- TGI Sport (Europe) Holdings Pty Ltd
- TGI Sport (US) Holdings Pty Ltd
- TGI Sport NZ Ltd
- Sportsmate Technologies Pty Ltd
- World Sports & Entertainment Holdings Pty Ltd
- World Sports & Entertainment Technologies Pty Ltd

### **Item B: GROUP B Companies**

- TGI Sport Marketing (Aust) Pty Ltd
- TGI Merchandise Pty Ltd
- TGI Sport (Rugby Talent) Pty Ltd