



The Entertainment and Education Group

Modern Slavery Statement

Year ended 31 December 2022

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 003 710 110).

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 320 family entertainment centres across seven countries under the Timezone, Kingpin, Zone Bowling and Play 'N' Learn brands. The Group employs over 8,000 team and welcomes over 10 million guests annually.

TEEG's operations in each of Australia, India, Indonesia, New Zealand and Singapore are conducted by wholly owned, locally domiciled subsidiaries whilst those in Philippines and Vietnam are conducted through joint ventures with local partners. The Group's Indonesian subsidiary, which previously operated as a joint venture, became a wholly owned subsidiary on 31 March 2023.

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). The nature of TEEG's business operations remain largely unchanged from previous years and the key categories of goods and services procured by the Group continue to be:

- 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 suppliers. 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 the Philippines and Vietnam.

Notwithstanding the foregoing, TEEG acknowledges that modern slavery can afflict any part 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

Amusement games and attraction and redemption stock suppliers continue to be a focus category due to the cumulative value of such goods acquired by the Group, the fact that electronics have been identified as a higher risk category of goods and the source markets for these categories of goods.

A physical inspection of the distribution facility operated by one of the Group's main redemption stock suppliers was conducted in late 2022. This inspection was supplemented by a review of third party audit reports prepared in respect of that supplier's contracted manufacturing facilities in China. The planned physical inspections of overseas

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

manufacturing facilities of key suppliers in the amusement games and attractions category were unable to be arranged in the reporting period but have commenced in 2023.

The Group's modern slavery questionnaire was distributed to a broader subset of the Group's suppliers during the reporting period. As was the case in the preceding reporting period, the 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 operations and supply chains.

TEEG Australia Pty Ltd, the key Australian operating subsidiary of the Group, contracted with a new national cleaning supplier during the reporting period. The new supplier directly employs the majority of the cleaners that service the Group's Australian venues whereas the previous supplier predominantly relied on contracted labour. This change has simplified the supply chain for cleaning services in Australia and mitigated some of the modern slavery risks associated with the provision of these services.

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 at periodic meetings of the Group's modern slavery working group.

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 1st June 2023.



Ada Wu
Director
TEEG TopCo Pty Ltd
19 June 2023