



**TIGER  
HOLDCO  
PTY LTD  
("FUNLAB")**

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*Modern Slavery Statement 2023*

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### **Mandatory reporting criteria of the *Modern Slavery Act 2018 (Cth)***

This Statement was prepared to meet the mandatory reporting criteria prescribed by the *Modern Slavery Act 2018 (Cth)* ('the MSA'). The table below identifies where each criterion is disclosed within this Statement.

# CEO INTRODUCTION

On behalf of the Funlab board, I am pleased to present our Modern Slavery Statement for the year ended 25th June 2023.

People, humanity, and a belief that positive human experience is vital and valuable, are central to Funlab's mission, values and its core business. Respect for human rights and the opportunity to positively enrich lived human experience fundamentally underpins our operations, our offering and our culture. This document outlines Funlab's initiatives and progress in identifying and managing modern slavery risk over the past twelve months.

In FY23, Funlab continued progressing actions to contribute to ending modern slavery. We further developed internal governance and awareness programs and we took measures to have physical audits and inspections undertaken on high risk suppliers in overseas countries. Our past year was highlighted by the recovery from COVID-19, the exit and cessation of our Singapore operations and the commencement of operations into the United States of America (USA). Accordingly, our modern slavery risk awareness and governance programs will broaden following our entry into this new and large market.

Our employees ('Motherfunners'), as a collective, and our guests rightly expect the company to respect human rights in our operations and supply chains. We are committed to business operations that are safe, ethical and transparent and Funlab has an ongoing commitment to comply with the *Modern Slavery Act 2018* (Cth).

Funlab also acknowledges that in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), we have a responsibility to respect human rights. We take this responsibility seriously, and look forward to making further developments in all areas of modern slavery risk management in the short and medium term, and to play our important role as part of a larger global improvement movement.



**Michael Schreiber**

Founder & Chief Executive Officer

# MSA MANDATORY CRITERION 1: REPORTING ENTITY

This modern slavery statement is made by Tiger HoldCo Pty Ltd as the ultimate holding company of the consolidated 'Funlab Group' (referred to in this statement as 'Funlab'), for the reporting period ending 25 June 2023 in accordance with the group's financial year (FY23).

The table below sets out the entities in the group: Tiger HoldCo Pty Ltd which is a reporting entity under the MSA, and its owned and controlled entities.

During FY23 the company acquired operations in the USA. Accordingly, Funlab increased the number of owned and controlled entities in this country as outlined in the table below.

COUNTRY	FUNLAB ENTITY	REGISTRATION NUMBER
Australia	Tiger HoldCo Pty Ltd	A.C.N 639 276 412
Australia	Tiger MidCo Pty Ltd	A.C.N 639 282 983
Australia	Tiger BidCo Pty Ltd	A.C.N 639 284 209
Australia	Funlab Group Pty Ltd	A.C.N 615 722 113
Australia	FLH Finance Pty Ltd	A.C.N 615 722 177
Australia	Funlab Holdings Pty Ltd	A.C.N 606 795 733
Australia	Funlab Pty Ltd	A.C.N 098 034 943
Australia	Funlab IP Co Pty Ltd	A.C.N 162 843 674
Australia	Strike Australia Pty Ltd	A.C.N 606 795 788
Australia	Sky Zone Australia Pty Ltd	A.C.N 606 795 939
Australia	Holey Moley Australia Pty Ltd	A.C.N 613 584 571
Australia	Archie Bros Australia Pty Ltd	A.C.N 621 886 922
New Zealand	Funlab New Zealand Ltd	Company No: 6649793
USA	Funlab USA Inc	EIN 32-0613856
USA	Funlab USA Operations	EIN 98-1698652
USA	Funlab Texas Operations	EIN 92-333736
USA	MC Tower Shot LLC	DE State File No: 7419938
USA	See See Dubs LLC	DE State File No: 7419945
USA	Charles Town Adventures LLC	DE State File No: 7419919
USA	Entertainment Quarter LLC	DE State File No: 7419923
USA	Kings Treat Investments LLC	DE State File No: 7419947
USA	WG Downtown LLC	DE State File No: 7419943
USA	Bayz Side Attractions LLC	DE State File No: 7419910
USA	Queen V Lower LLC	DE State File No: 7419932
USA	Mack Quarry LLC	DE State File No: 7419930
USA	Highest Point Amusements LLC	DE State File No: 7419928
USA	Chats Wood and Steel LLC	DE State File No: 7419919
Singapore	Funlab Singapore Holdings Pty Ltd	UEN: 201819234H

# MSA MANDATORY CRITERION 2: STRUCTURE, OPERATIONS & SUPPLY CHAIN

The business of Funlab has been operating for over 20 years. Funlab's purpose is *The World is better when we Fun Together* meaning everything we do is centered around the provision of fun for our guests and our people.

Funlab operates in the out-of-home entertainment, leisure and amusement industry; we have a number of brands in operation across 44 owned venues in Australia, New Zealand and USA.

The Funlab Group includes the following brands which each operate in the out of home entertainment business:



## **Archie Brothers Cirque Electriq**

There's no place on earth like Archie Brothers Cirque Electriq. 'Archies' is our large format entertainment brand offering bowling, arcade and amusement games, various attractions, virtual reality, laser tag, food and beverage.

## **B.Lucky & Sons**

Every day is fortune-filled at B. Lucky & Sons. 'B Lucky' is our small format entertainment brand which offers arcade and amusement games, curated redemption prizes and premium cocktails, beverages and food.

## **Hijinx Hotel**

Hijinx Hotel is where you play, not stay, with a series of fast moving, mini-challenging and fun-filled immersive game rooms in a hotel inspired themed venue with food and beverage

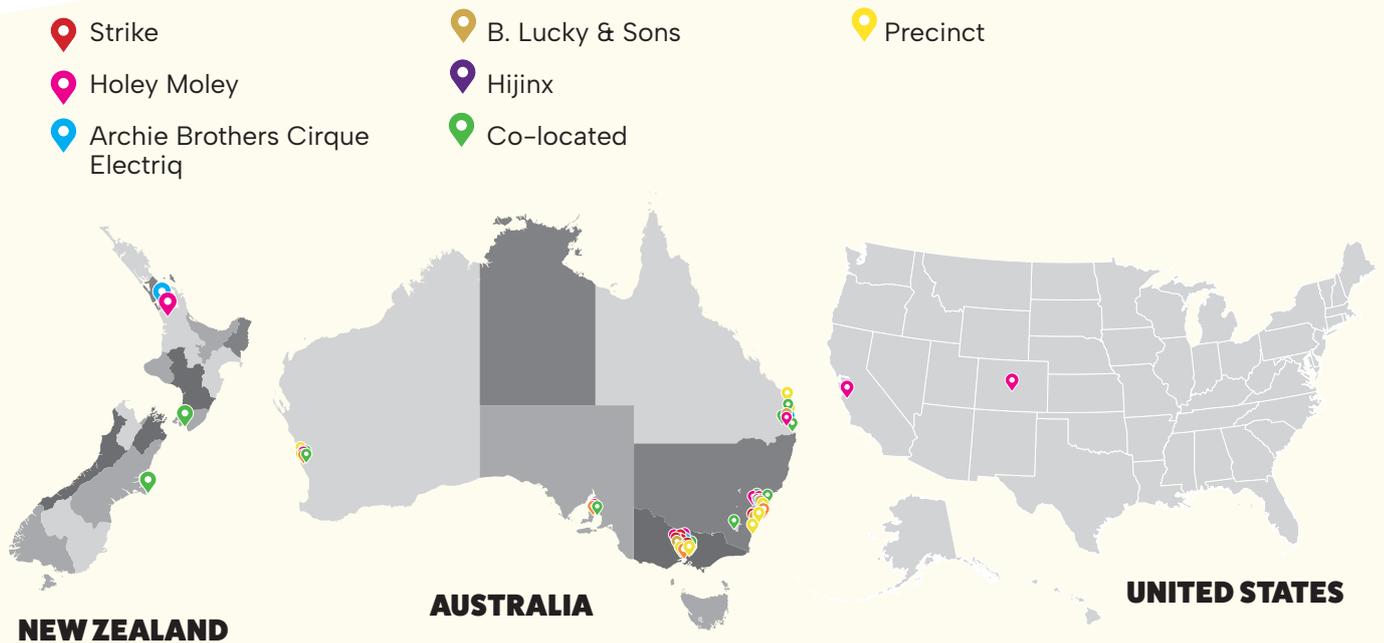
## **Holey Moley Golf Club**

Holey Moley is our mini golf anchored venue with pop-culture inspired holes in a nostalgic work of art setting with food and beverage.

## **Strike Bowling Bar**

Strike is not your average bowling alley. With bowling, laser tag, karaoke, darts, escape rooms, food and beverage. Strike is our oldest brand and the foundation concept that started Funlab.

Funlab exited Singapore in late October 2022. In FY23, the company made a decision to expand its brand Holey Moley into the USA and acquired a range of venues in the country for this purpose. The location of Funlab’s venues during FY23 are provided below.



‘Co-Located’ venues represent where two or more brands are housed within one location. Precincts are where three or more brands are on location.

Funlab employees are a mixture of full time, part time and casual roles. As at 25 June 2023, Funlab had 1,799 employees in three countries of operation. This consists of 382 full time employees and 1146 casual employees in Australia, 32 full time employees and 132 part time employees in New Zealand and an additional 77 full time equivalent employees (working more than 28 hours a week) and 30 part time employees (working less than 28 hours a week) in the USA, across venue and office roles.

Funlab is headquartered in Abbotsford, Melbourne. Approximately 90% of Funlab’s current business is conducted in Australia with the remaining 10% derived from our New Zealand venues in FY23, whilst in the USA operation will have contribution from FY24.

The Funlab Group comprises Tiger HoldCo Pty Ltd, the group’s ultimate holding company, and a number of subsidiaries (see page 3). The Funlab Group is privately owned, by TPG Capital Asia and Management.

## SUPPLY CHAIN

During the reporting period, the structure of our supply chain changed as a result of our exit from Singapore, with the percentage of spend on suppliers in this country continuing to decrease. Conversely, our spend on suppliers in the USA will increase as a result of our acquisition of venues in the country. As we continue to grow our operations, we expect this share of spend to increase as well. For the reporting period, the geographic location and approximate share of the supplier portfolio is outlined below.

# GEOGRAPHIC LOCATION OF DIRECT SUPPLIERS

COUNTRY	APPROX % OF TOTAL NUMBER OF SUPPLIERS FY22	APPROX % OF TOTAL NUMBER OF SUPPLIERS FY23
Australia	80%	75%
New Zealand	9%	12%
Singapore	7%	5%
China	2%	1%
United States of America	<1%	4%
United Kingdom	<1%	1%
Other	-	2%

For the reporting period, our supplier spend by category is outlined below:

# FUNLAB CATEGORY SUPPLIER SPEND ANALYSIS

CATEGORY	SPEND FY22%	SPEND FY23%
Leasing of Property & Property Services	24%	16%
Food & Beverage	15%	13%
Professional Services	3%	3%
Capital Works, Equipment & Projects	36%	39%
Marketing & Promotions	6%	12%
Operations Supplies	4%	7%
Cleaning & Waste Management	2%	2%
Security & Cash Collection Services	3%	3%
Repairs & Maintenance	2%	2%
Communications & IT	2%	2%
Utilities	1%	1%
Other	2%	1%

When comparing FY22 spend to FY23 spend, it is important to note that FY23 reflects normal trading conditions for Funlab, whereas in FY22 we experienced disruptions due to COVID-19. As a result of the return to normal trading conditions, there has been a decrease in Leasing & Property costs and an increase in Marketing and Promotions and Operational Suppliers Costs as percentages of our overall spend.

Funlab typically enters short to medium term contracted arrangements with suppliers, excluding landlord lease arrangements which are normally long term. The company will typically tender out medium term contracts for the supply of ongoing goods and services and tenders for any major capital works required for greenfield venues or their refurbishment on a project-by-project basis.

Purchasing activities are undertaken by both Funlab's Procurement team and Funlab's departments. Where a Funlab department is undertaking procurement activities the Procurement Team may provide assistance in the form of sourcing and contract management support.

# MSA MANDATORY CRITERION 3: ASSESSING THE MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

## OPERATIONS

All our employees are directly employed by Funlab entities which are governed by the relevant legislation present in the various jurisdictions we operate. Employment arrangements exist through a combination of common law contracts, awards and enterprise agreements. Employees are recruited through advertisements on public and social media channels, employee referrals or talent scouting. All employees freely elect to work with Funlab. Further, all our employees are based in Australia, New Zealand, and the USA which are considered low risk for modern slavery (although we acknowledge that risks still exist in these countries).

In Australia we conduct VEVO checks through Immigration on all non-residents who are hired. In USA we require all verified rights to work in Country documentation. In New Zealand, we use New Zealand Immigration's VisaView to check someone's legal working rights in NZ.

For these reasons, we have assessed the risks of modern slavery occurring in our operations as low.

## SUPPLY CHAIN

Funlab's direct suppliers are predominantly based in one of the countries listed in the table below.

Australia, New Zealand and the USA are assessed as low risk for modern slavery in the Walk Free 2018 Global Slavery Index (GSI)<sup>1</sup>. China and Singapore are assessed as higher risk for modern slavery in the GSI and other resources.

Funlab is also aware that some suppliers based in these countries may source and import products and services from suppliers in other countries, including suppliers in high risk sectors and/or countries, which adds to the complexity of identifying and assessing our supply chain modern slavery risks.



# FUNLAB SUPPLIER COUNTRIES

COUNTRY	KEY PRODUCTS & SERVICES PROCURED	GSI PREVALENCE INDEX RANKING <sup>1</sup>
Australia	Operational Products & Services	163/167
New Zealand	Operational Products & Services	164/167
Singapore	Operational Products & Services	111/167
China	Inventories, Merchandise, Apparel	97/167
United States	Games Attractions & Equipment	158/167

In FY22 Funlab undertook an internal assessment (discussed further in relation to MSA Mandatory Criterion 4 below) to identify our highest risk suppliers in order to initiate further actions and inquiry in relation to those suppliers as part of our modern slavery risk assessment practices.

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<sup>1</sup> The updated GSI, released during 2023, will be used for assessing risk in future reporting periods.

## SUPPLY CHAIN RISK

The products and services Funlab purchases that we have identified as high risk for modern slavery remained consistent in FY23 and are outlined below. This categorisation assists in the risk assessments of suppliers.

CATEGORY	PRODUCTS & SERVICES
Out of Home Entertainment	Games, Equipment and Attractions Manufacturing
Inventories & Product for re-sale	Merchandise i.e Toys & Novelties, Plush
Construction & Venue Fit Out	Construction Materials & Products, Fixtures & Fittings, use of contractors and labour
Food & Beverage Hospitality	Food & Beverage Produce, Packaging, Smallwares, Vessels
Facilities Management	Security, Cleaning & Other Maintenance Services
Textiles	Apparel, Uniforms
Office & Technology	IT Equipment, Office Consumables
Other	Freight, Logistics

# MSA MANDATORY CRITERION 4: ACTIONS TAKEN

## GOVERNANCE AND POLICIES

The management of modern slavery risks at Funlab is the responsibility of our Procurement team (in relation to our supply chain) and Human Resources (in relation to our labour operations). Our Chief Financial Officer has executive level oversight of our modern slavery approach and development of our annual modern slavery statement, and our board has ultimate accountability for our approach.

Key policies include:

- **How We Behave Policies.** These policies set out our expectations of employee behaviour, including in relation to non-discrimination, harassment and bullying and respectful treatment of others. They also include our employee grievance process (discussed in more detail under 'Grievance mechanisms' below.)
- **Modern Slavery Policy.** This policy sets out a zero tolerance approach to modern slavery and our commitment to addressing modern slavery in our operations and supply chain. This includes commitments to ongoing risk assessments of our supply chain and supplier due diligence, and internal education and awareness raising. It also includes guidance for employees on what to do if they suspect modern slavery.
- **Procurement Policy.** This policy outlines our principles and standards for the procurement of goods and services.
- **Supplier Code of Conduct.** We require higher risk suppliers that are subject to additional due diligence to confirm that they meet various expectations including around document retention, child labour and forced labour, freedom of association and collective bargaining, payment of wages and other benefits, and non-discrimination.
- **Whistleblower Policy.** Sets out our whistleblower process. We encourage all employees, guests and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

# ESTABLISHED PROCUREMENT POLICY

In FY23, Funlab established our Procurement Policy which sets out principles and standards for the procurement of external goods and services. The purpose of this policy is to establish a common approach to Funlab's Procurement activity, to deliver sustainable, maintainable and efficient solutions and results in our procurement cycle.

The Procurement Policy states that Funlab will engage suppliers who demonstrate alignment with the company's corporate values and code of conduct and meet high standards of capability, performance, quality, work, health, safety, sustainability and risk management in a consistent manner. It sets out key criteria used by the Procurement team in evaluating and selecting suppliers, including our expectation that suppliers will comply with all applicable laws and demonstrate an appropriate approach to modern slavery and labour rights.

All new and renewing suppliers are required to complete our self assessment questionnaire and confirm they meet the expectations in our supplier code of conduct.

# IDENTIFICATION AND ASSESSMENT OF SUPPLY CHAIN RISKS

In order to identify the high-risk areas of our supply chain, in FY22 we analysed our supplier spend by category and country. We prioritised our tier one (direct) suppliers that operate out of China for further due diligence. We currently source from 13 suppliers in China who primarily provide merchandise, operational supplies, apparel and inventories. In FY22, we undertook additional due diligence in relation to these suppliers, requesting them to complete our Self-Assessment Questionnaire and accept our Supplier Code of Conduct (which all of them did). Building on the desktop assessment, during FY23, a Funlab representative conducted physical audits of these suppliers to further assess their modern slavery risks and their approach to managing these risks. Further details on these audits are available in the case study below.

## CASE STUDY:

### FACTORY AUDITS OF HIGH GSI RISK

*In FY23, Funlab undertook physical supplier audits of all of its 13 direct suppliers in China. This involved a Funlab representative visiting these suppliers' sites and engaging with supplier representatives.*

*The audits did not identify any instances of modern slavery, and all suppliers successfully met the audit requirements. However, one supplier was identified as higher risk due to the presence of modern slavery risk indicators, in particular a high percentage of temporary, contract-based labour without the provision of a written contract or social insurance. During our engagement with the supplier, we assessed their capacity to address these concerns. Following this engagement, and considering the limited procurement we undertook with this supplier, we made the decision not to make future purchases from this supplier. Funlab intends to undertake audits of other high risk direct suppliers.*

# ONGOING INTERNAL EDUCATION & AWARENESS

Funlab has an ongoing commitment to continue to educate our employees. We continue to promote and increase awareness of the modern slavery risks in our operations and supply chain during mandatory onboarding training so that all eyes of the company are conscious and looking out for any bad practices or potential risks in our supply chain and operations.

All of our key procurement staff have undertaken awareness training in relation to modern slavery including in the onboarding program. This has provided them with the capacity to undertake supplier due diligence as described above.

The company has also conducted modern slavery updates, and other informal capacity building, for management, leadership and full time employees in venue regarding the development of our modern slavery statements and compliance requirements, and to raise awareness in relation to our published modern slavery statements.

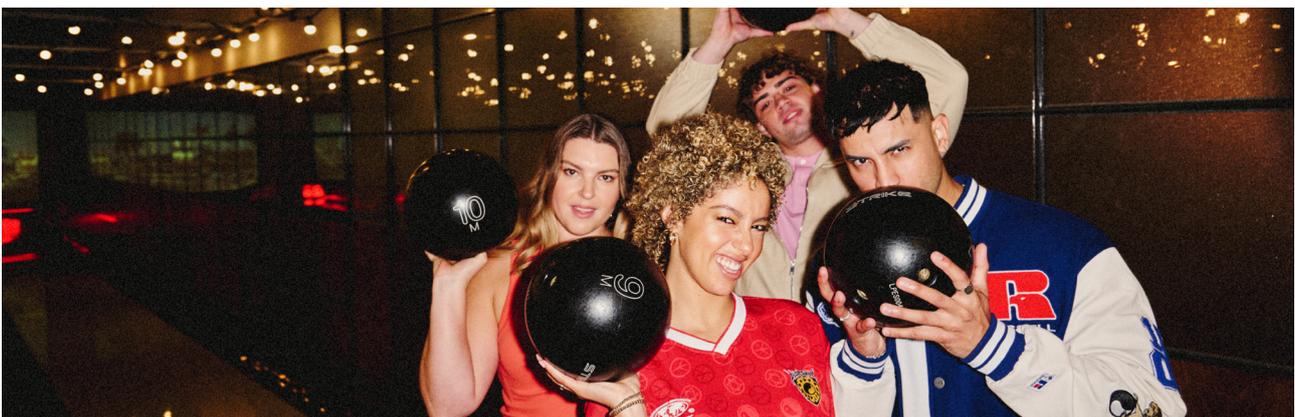
Due to the transient nature of the workforce and the expansion ahead, the company's education process will be ongoing and adaptable to the various levels and locations of our people.

# GRIEVANCE MECHANISMS

We encourage all motherfunners, guests and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

Our How We Behave Policies include a grievance resolution process for workplace grievances. It includes channels for raising grievances, possible actions that may be taken to resolve a grievance and possible outcomes. It also sets out our approach to anonymity and confidentiality, and our commitment to ensure complainants are protected from victimisation.

We also have a Whistleblowing Policy under which we provide a grievance mechanism that is available to a range of stakeholders including employees, contractors (and their employees) and suppliers (and their workers). It sets out our process for investigating a report. It allows for grievances to be raised anonymously.



# MSA MANDATORY CRITERION 5: ASSESS EFFECTIVENESS

Further to our FY22 report, we have tracked and assessed the effectiveness of our planned actions as follows:

## PROGRESS AGAINST OUR FY22 PLANNED ACTIONS

FY22 PLANNED ACTION	KPI MEASURE	STATUS
Develop and implement modern slavery education and training as part of FTE employee onboarding	All new FTE employees undertake modern slavery training as part of their onboarding program	Completed (all new FTE employees have undertaken modern slavery education as part of their onboarding inductions)
Identify additional suppliers for further due diligence	Additional suppliers identified, and required to complete our Self-Assessment Questionnaire and confirm they meet the expectations in our Supplier Code of Conduct	We utilise this process when engaging with Suppliers through the quoting process and evaluations. This remains an ongoing process
Undertake factory site audits for higher risk suppliers (13 suppliers based in China)	Completion of physical audits	Completed
Develop a planned approach to modern slavery risk identification, assessment and management for the medium term as part of the development of our broader ESG strategy	Develop a draft modern slavery roadmap as part of our broader ESG strategy	To be developed in FY24 in order to take into consideration and include the recent expansion into the USA
Renewal of supplier contracts (for high spend/volume suppliers) subject to ongoing modern slavery due diligence	All renewals of supplier contracts (for high spend/volume suppliers) required to complete our Self-Assessment Questionnaire and confirm they meet the expectations in our Supplier Code of Conduct. To date all suppliers, pass each assessment.	Completed and will remain an ongoing process

# FUNLAB 2024 MODERN SLAVERY ROADMAP

We will work towards the following activities during (2024):

RECOMMENDED ACTION		TARGET/ IMPLEMENTATION STATUS	TIME FRAME/ PRIORITY
<b>POLICY COMMITMENT</b>	Review the Supplier Code of Conduct to identify opportunities for improvement	Supplier Code of Conduct	2024
<b>IDENTIFYING AND ASSESSING RISKS</b>	Review and refresh the Self-Assessment Questionnaire to ensure it collects relevant information on suppliers	Self-Assessment Questionnaire updated	2024
	Refresh supply chain modern slavery risk assessment to confirm/update high-risk countries/categories and identify high risk suppliers to prioritise for further due diligence	High-risk supply chain categories/countries reviewed and updated and additional high risk suppliers identified for further due diligence	2024
<b>INTEGRATING RESPONSES AND ADDRESSING RISKS</b>	Roll out modern slavery awareness training for USA employees as part of onboarding	Modern slavery awareness training integrated into USA onboarding for all employees and rolled out to existing employees	2024
	Roll out additional modern slavery training for procurement employees in the USA	All procurement employees in the USA trained on modern slavery	2024
	Identify additional prioritised high-risk suppliers for audit	Additional prioritised high-risk suppliers identified	2024 (and ongoing)
<b>COMMUNICATING ACTIONS</b>	Strengthen channels to communicate Funlab’s response to modern slavery to internal and external stakeholders, including through continuously improving the level of detail and information disclosed in Funlab’s modern slavery statement	Continuous improvement in modern slavery disclosures	2024 (and ongoing)



# MSA MANDATORY CRITERION 6: CONSULTATION WITH SUBSIDIARIES & ENTITIES

Funlab's current ownership structure means all entities in the group are wholly owned and controlled and subject to common group-wide practices and governance. Where wholly owned subsidiaries are outside Australia, governance matters are reviewed in consideration of relevant jurisdictional requirements.

Funlab's Executive Leadership Team, have group wide responsibilities and oversight across the entire Funlab group. In developing this statement, engagement with the Executive Leadership Team, and the Chief Financial Officer and Company Secretary, was used to facilitate consultation across our owned and controlled entities.

# MSA MANDATORY CRITERION 7: ANY OTHER INFORMATION

During FY23 the company acquired operations in the USA. As a significant and new development for Funlab's operations, our established and planned practices regarding modern slavery risk will be integrated into this business. As part of this process we will aim to establish a common modern slavery risk management approach across all our entities.

This modern slavery statement was approved by the board of Tiger HoldCo Pty Ltd on [15th December 2022].

Signed by



Michael Schreiber  
Chairperson  
Tiger HoldCo Pty Ltd  
A.C.N 639 276 412

Date: 15th December 2023

