



FY25 Modern Slavery Statement

Victorian Convention and Event Trust



**VICTORIAN
CONVENTION AND
EVENT TRUST**



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Our venues

Acknowledgement of Country

Built on the banks of the Birrarung (Yarra River), Melbourne Convention and Exhibition Centre (MCEC) Acknowledges the Traditional Owners of Narm, the Wurundjeri Woi Wurrung people of the Kulin Nation. As future operators of Nyaal Banyul Geelong Convention and Event Centre, we Acknowledge the Traditional Owners of Djilang (Geelong), the Wadawurrung people of the Kulin Nation. We pay our respects to their Elders past and present, and to Elders of all First Nations communities that visit our venues. We recognise First Nations communities have gathered at these sites for millennia, and we seek to honour this long-standing tradition of building community and exchanging ideas on these lands.

Message from our Chair

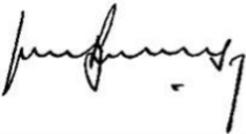
As a leading venue operator, the Victorian Convention and Event Trust (**VCET**) recognises the important role we play in mitigating risks of modern slavery in our supply chains. With a significant impact on the Victorian economy and touchpoints across the Australian and international business ecosystem, VCET is deeply committed to ensuring that its influence is both positive and sustainable.

We believe in respecting human rights and eliminating modern slavery risks and know this is a collective responsibility across our business. VCET understands the responsibility it has to those it employs, the customers it serves, the suppliers it engages, and the world of work at large.

Our FY25 Modern Slavery Statement, made in accordance with the *Modern Slavery Act 2018* (Cth) and approved by VCET, demonstrates an ongoing commitment to address modern slavery in VCET's day-to-day operations.

Notice of approval

This statement was approved by the governing body of the Victorian Convention and Event Trust, its Board of Trustees, pursuant to the *Victorian Convention and Event Act 1996*, at a meeting held on 27 November 2025. It is signed for and on behalf of the Victorian Convention and Event Trust by the Chair.



The Hon John Brumby AO
Chair
Victorian Convention and Event Trust

About this statement

This Modern Slavery Statement ("Statement") covers the activities of Victorian Convention and Event Trust (VCET) (ABN 17 434 286 169) for the financial year ending 30 June 2025 ("reporting period"). VCET operates the Melbourne Convention and Exhibition Centre (MCEC) and will operate the future Nyaal Banyul Geelong Convention and Event Centre. References to 'Trust', 'our' and 'we' in this Statement are references to VCET.

This is the second statement provided by VCET under the Australian modern slavery reporting regime.

This Statement outlines the actions VCET has taken to identify and address modern slavery risks in our operations and supply chain over the reporting period. It applies to and describes the steps taken by VCET to seek to minimise the risk of modern slavery occurring in VCET's operations or supply chains.

About us

VCET is responsible for the operation of Melbourne Convention and Exhibition Centre (MCEC) and the future Nyaal Banyul Geelong Convention and Event Centre (Nyaal Banyul).

Located in South Wharf, Victoria, MCEC comprises the Melbourne Exhibition Centre, opened in February 1996, the Melbourne Convention Centre, opened in June 2009, and the expansion, opened in July 2018. These three fully integrated facilities trade as Melbourne Convention and Exhibition Centre, under the direction of VCET.

Currently in development and located on Western Beach Rd along the Geelong Waterfront, Nyaal Banyul will open in 2026.

VCET reports to the Victorian Minister for Tourism, Sport and Major Events, Steve Dimopoulos MP.

Our purpose

Welcoming places for people to share ideas, build communities, and leave legacies.

Our vision

The world's trusted partner for delivering impactful events.

Our values

Our values are at the heart of everything we do. They guide our actions, decisions, and the way we connect to help everyone feel like they belong.

- **One team** - Success comes from working and celebrating together.
- **Own it, do it well** - Do your best and get better every time.
- **Respect** - Respect each other and our customers.

By living our values, we deliver positive impact in several ways and position VCET's venues as welcoming places for people to share ideas, build communities and leave legacies.

Our venues



Addressing modern slavery goes to the heart of the VCET values; a better world of work is a world where everyone has access to fairly compensated, equitable, and safe work.

As operator of an internationally recognised venue in Melbourne, and future operator of a premier regional site in Geelong, we have committed to make a positive impact in the local and global community, and broader events sector. We do this by working toward environmental change through our Sustainability Strategy, amplifying positive social progress through our Inclusion and Diversity Framework and forging partnerships with leading Australian charities and community organisations who share our values.

This Statement is part of this commitment.

Our venues



Structure, operations and supply chain

Structure

VCET is established under the *Victorian Convention and Event Trust Act 1996* (Vic). The Trust reports to The Honourable Steve Dimopoulos MP, the Victorian Minister for Tourism, Sport and Major Events. The Minister is responsible to Parliament for VCET's performance, including ensuring that proper accountabilities and controls are established and maintained. Up to nine Trustees including the Chair are appointed to the Trust and maintain strategic oversight of venues under operation of VCET. These include MCEC and Nyaal Banyul.

Management of MCEC and Nyaal Banyul is overseen by a Leadership team, led by the Chief Executive, responsible for delivering on the business' strategic objectives and the operation of VCET's venues.

For the year ended 30 June 2025, VCET employed 335 full-time employees, and the full-time equivalent of 23 part time and 733 casual employees.

Operations

History and background

In 1994, the entity now known as the Victorian Convention and Event Trust (VCET) was established under an Act of Parliament. At the time, it was initially named the Melbourne Convention and Exhibition Trust (MCET).

MCET's initial responsibilities were to oversee the development and management of the Melbourne Exhibition Centre. Those responsibilities were expanded in 1996, when the previous Act of Parliament was repealed and a new Act introduced; the Melbourne Convention and Exhibition Trust Act 1996.

In 2022, the Victorian Government announced that MCET would be the venue operator for a new convention and event centre in Geelong, named Nyaal Banyul.

Effective from February 2025, *Melbourne Convention and Exhibition Trust Act 1996* was amended to become the *Victorian Convention and Event Trust Act 1996*. In doing so, the entity was renamed to the Victorian Convention and Event Trust (VCET). This change reflected an expanded role as the operator of two Victorian venues, MCEC and Nyaal Banyul.

Melbourne Convention and Exhibition Centre

Located in the heart of Melbourne, MCEC is Australia's largest convention and exhibition space and a major contributor to Victoria's economy. It comprises:

- 63 meeting rooms of various sizes
- 39,000 square metres of pillarless exhibition space
- Grand banquet and gala spaces with spectacular views of Melbourne
- And versatile theatre spaces seating up to 5,500 guests.

Our venues

Over the last 25 years, MCEC has hosted more than 20,000 events attracting millions of local, national and international visitors and generating billions in economic benefit to the state of Victoria.

Nyaal Banyul Geelong Convention and Event Centre - Opening 2026

A future feature of the Geelong waterfront, Nyaal Banyul will include purpose-built convention and exhibition space, incorporating a 1,000 seat theatre, two large exhibition spaces, meeting rooms, conference facilities, and flexible event spaces.

Geelong's Western Beach Cliffs are an important cultural and spiritual place for Wadawurrung people, and the public plaza will see the return of events and community gatherings to the site, a place where the Wadawurrung people gathered for thousands of years.

Supply chain and procurement

In the reporting period, VCET spent just over \$55 million procuring goods and services from 438 suppliers to support the delivery of events at MCEC and the preparation of Nyaal Banyul.

VCET takes pride in reporting that just under 97% of our spend originated with suppliers that are Victorian based, with just under 3% of spend originating with NSW based suppliers and nominal spend originating from other states of Australia.

Less than 0.1% of VCET's spend in FY25 occurred outside of Australia. Understanding VCET's broader direct and indirect supply chain, including a better understanding of source countries and other factors which may present modern slavery risks, continues to be a complex process, that VCET shall continue to work on through FY26.

The suppliers engaged by MCEC are grouped into the following categories:

- **Food and Beverage** including suppliers of fresh and frozen food and ingredients, suppliers of non-alcoholic and alcoholic beverages.
- **Facilities and Property** including maintenance and repair works, engineering, design, furniture, and general hardware.
- **Utilities** including electricity, gas, and water.
- **Labour Hire** including operational staff, professional staff and security staff.
- **ICT** including suppliers of hardware, software, and licensing services.
- **Event Services** including cleaning and security.
- **Corporate Services** including marketing, finance, insurance, and consulting/advisory services.
- **Audio Visual** suppliers of new equipment, rental equipment, and other audio-visual related services.

Understanding our modern slavery risks

Operations

VCET recognises that everyone has the right to be treated fairly within the workplace, in an environment that celebrates diversity. VCET is a leader in the events and hospitality industry, and our collective commitment is to ensure all employees are recognised and fairly remunerated for their skills and attributes.

At VCET, approximately 70% of our employees are employed under an Enterprise Bargaining Agreement (EBA) which is underpinned by the Amusement, Events and Recreation Award 2020 (MA000080).

VCET engages with its employees who are employed under the EBA using multiple forums. One such forum enshrined in the EBA is the Workplace Consultative Committee, where eight elected employee representatives and eight nominated management representatives meet every two months to consult on matters which impact the work environment.

The Union we most commonly partner with is the Media Entertainment and Arts Alliance (MEAA), which represents the creative professionals.

As a Victorian Public sector entity, VCET's approach to Enterprise bargaining is aligned with the [Wages Policy and the Enterprise Bargaining Framework](#) of the Victorian Government, and follows all the provisions of the framework, including application of best practice employment commitments to support the Government's key public sector reforms, and following guidance on wage related guidance.

The VCET Enterprise Agreement and VCET's policies and frameworks provide an industrial relations and governance structure for the selection, hiring, rostering and fair remuneration of employees.

Following the Fair Work Commission's annual minimum wage decision, VCET conducts an annual Better Off Overall Test (BOOT) of Enterprise Agreement pay rates to ensure that remuneration and conditions remain above the Award minimum. Our workforce planning practices ensure that employees work hours that are consistent with our Agreement or contract conditions and are compliant with any additional requirements such as Visa terms and conditions.

The current EBA has a notional expiry date in December 2025, and we expect that we will be negotiating a new Agreement in 2026.

Supply chain and procurement

In line with VCET's FY24 Modern Slavery Statement, in FY25 we continued to assess our procurement and supply chain risk factors in order to understand and manage our modern slavery risk, noting the risk areas categorised below:

- **Sector and industry risk**, where certain sectors are unregulated and informal in nature, and may be seasonal and low-paying.
- **Product and services risk**, where products and services are regarded as having a higher inherent risk profile and may rely on low-skilled labour and involve dangerous, difficult, and dirty work.

Our venues

- **Geographic risk**, includes regions and countries without strong labour laws and governance standards that may be vulnerable to bribery and corruption.
- **Supply Chain Model risk**, where third parties may be relied on for the provision of services (such as cleaning and labour hire).

VCET recognises that there is potential for modern slavery risk in our extended supply chain and has identified that of the potential risks above the following three carry higher risks for our organisation.

1. The first is where our **suppliers may source goods from higher risk countries and jurisdictions** (such as audio visual (AV) equipment, clothing, and linen).
2. We also recognise that modern slavery risks may exist in our Food and Beverage category, where the **potential exists for more complex supply chains with seasonal and migrant workforces occasionally engaged in the sector** and through the broader supply chain of that sector (such as fruit and vegetables agriculture).
3. Thirdly, **VCET relies on third parties for the provision of certain services** (such as cleaning and casual labour hire), which have been identified as higher risk industries.

When assessing these risks to VCET's supply chain, VCET acknowledges that where multiple risk factors co-exist, there is an increased risk of modern slavery.

Whilst some risk factors exist, as an entity that overwhelmingly procures and sources its goods and services from a supplier base located within Victoria, Australia (a country deemed low risk on the [Global Slavery Index](#)), it is VCET's continued assessment that our direct supply chain inherently carries a low risk of modern slavery.

On review, VCET did not find any significant or material risks within its supply chain, and no instances of modern slavery were reported or identified during the FY25 period. We acknowledge that managing modern slavery risks requires constant vigilance, and VCET is committed to continuous and ongoing improvement in the way it manages these risks.

Addressing risks of modern slavery

VCET is committed to identifying, assessing, and managing risks in our operations and supply chain. Our approach to addressing modern slavery risks is based on four key areas:

- Risk Identification and Assessment
- Training and Awareness
- Policies and Procedures
- Data capture and analysis

We understand the importance of working collaboratively with our employees, suppliers, and the broader industry to combat modern slavery. Over this reporting period, we have made further progress in implementing steps to assess and address modern slavery in our operations.

During the reporting period, VCET implemented changes in its Procurement team that introduced new capability and capacity. In doing so, we have improved our data capture and reporting capability and frequently review and analyse procurement and purchasing patterns to identify the geographic locations and associated risks of modern slavery.

Due diligence

In FY25, we continued to assess modern slavery risks within our operations and supply chains. This assessment confirmed that our highest risk areas remain with a small number of suppliers and sectors. These areas are our focus for managing modern slavery risk, summarised below:

Table 1. Supply chain modern slavery risks

Category	Potential Risk Factors
Labour Hire	<ul style="list-style-type: none"> • Short-term/temporary work • Seasonal work • Low-skilled work • Strong pricing competition • Layers of sub-contracting
Support Services (such as cleaning)	<ul style="list-style-type: none"> • Low-skilled work • Strong pricing competition • Hazardous work • Manual work • Excessive working hours
Fresh food (such as meat, poultry, fruit, vegetables, seafood)	<ul style="list-style-type: none"> • Seasonal work • Strong pricing competition • Manual work • Migrant workers engaged • Remote conditions
Uniforms/Linen/PPE	<ul style="list-style-type: none"> • Presence of labour contractors, recruiters and agents • Products may be manufactured in or sourced from high-risk countries
Electronics and Audio-Visual Equipment	<ul style="list-style-type: none"> • Products may be manufactured in or sourced from high-risk countries

Our venues

In FY25, our Procurement team continued to use our supplier questionnaire to identify potential modern slavery risks and opportunities to strengthen our suppliers' approach. In FY25, 28 new suppliers to VCET were subject to this requirement.

Our supplier screening process for all new suppliers includes specific questions in relation to the assessment of modern slavery compliance. The aim of the screening process is to check for modern slavery awareness and compliance with the Supplier Code of Conduct. Our supplier engagement and contract award process involves an assessment across a range of criteria related to modern slavery. Our supplier contract terms and conditions include requirements for our suppliers to comply with the *Modern Slavery Act 2018* (Cth) and inform us of any identified instances of modern slavery in its operations.

We conducted targeted audits of suppliers identified as higher risk, through both workplace assessments and interviews. This helps us to determine the standards and controls that exist in those workplaces. VCET undertook eight audits of our higher risk suppliers in the reporting period. VCET found no instances of exploitation through these reviews.

We anticipate building on this work in FY26 through extending the audit program to encompass all suppliers that fit within the risk categories set out in Table 1, through a variety of workplace inspections, interviews and desktop audits. Based on our assessment in FY25, this would extend to a total supplier number of 21 suppliers (assuming no change in operations). This represents just under 5% of our total suppliers.

Training

We are committed to improving the capacity of our teams to identify, assess and address the risks of modern slavery in our operations and supply chain.

During 2025

- We provided mentoring and coaching for members of our Procurement Chain team to identify, assess and address potential modern slavery risks for suppliers.
- We launched education and awareness training for key stakeholders that engage with and manage suppliers that are higher risk.
- All employees were required to complete anti-corruption training.
- We began to engage with our higher risk suppliers on their risk and approaches to managing modern slavery.

Policies and procedures

Our policies and procedures ensure we have frameworks in place to assess and address modern slavery risks. These policies and procedures include:

Employee Code of Conduct

Our Code of Conduct provides a basis for ethical behaviour, responsible business practice, and good governance. Aligned to the Victorian Public Sector's Code of Conduct and guided by our

Our venues

values, VCET's Code of Conduct ensures we meet the expectations of our stakeholders, customers, employees and community in which we operate.

Risk Management Policy

VCET recognises that identifying risks and managing them is critical to the achievement of its goals. VCET supports a positive organisational culture that promotes risk management as an integral part of well-informed decision making.

Internal Audit Charter and Procedure

VCET has an Internal Audit process that conducts an annual assessment of whether risk management, control and governance processes, as designed and represented by management, are adequate and functioning. The Internal Audit has a select focus each year but is a critical tool to ensure that VCET is sufficiently managing and addressing its financial, operational and compliance obligations.

Discrimination, Harassment and Bullying Policy and Sexual Discrimination and Harassment Policy

These policies together stipulate VCET's commitment to maintaining respectful and professional work environments, free from unlawful discrimination, harassment, victimisation and bullying, including instances of sexual discrimination or harassment. The Procurement policy and procedures provide a mechanism for complaints and supplier grievances.

Grievance Policy and Procedure

VCET's Grievance Policy outlines the responsibilities of management and employees for grievances that may arise during the employee life cycle. The Grievance Procedure outlines the process for raising a grievance that relates to, but not limited to an employee's employment, sexual harassment, discrimination or bullying which requires resolution.

Public Interest Disclosure Policy and Guidelines

As a Victorian public entity, VCET is subject to the *Public Interest Disclosure Act 2012*. An object of the Act is to foster public sector accountability and as such VCET maintains a Public Interest Disclosure Policy. The Policy provides guidance to internal and external stakeholders on how to make a disclosure of improper conduct by an officer of VCET, including protections for whistleblowers afforded under the Act. While VCET is not authorised to receive public interest disclosures directly, claims can be made and investigated by the Independent Broad-based Anti-Corruption Commission.

Safety, Health and Wellbeing Policy and Framework

This policy describes VCET's approach and commitment to providing an environment that is, as far as reasonably practicable, safe, and free from risks to the health and wellbeing of all those who may be impacted by our activities, including employees, partners, customers, and visitors. The Safety, Health and Wellbeing Framework articulates the practice behind the policy as well as our approach to continuous improvement.

Leave Policy (inclusive of domestic violence leave)

The Leave policy details the provisions of paid and unpaid leave entitlements and directed leave for VCET employees. It is designed to support our employees to balance work commitments with other priorities. The scope of this policy includes Annual, Personal, Healthy Day, Compassionate, Family Violence, Volunteering, Community Service and Special, and Study

leave. Long Service and Parental Leave are covered in separate policies, as are flexible working arrangements.

Supplier Code of Conduct

As a Victorian Government entity, all suppliers to VCET are required to comply with the Victorian Government Supplier Code of Conduct. The Code of Conduct explicitly addresses Modern Slavery and the expectations of the Victorian Government.

Procurement Policy and Governance Framework

Our Procurement Policy stipulates that VCET is committed to ethical, sustainable, and socially responsible procurement, and our Procurement Governance Framework outlines how to promote and maintain good behaviour, governance, and reporting to improve procurement and supplier management.

In addition, the following frameworks and action plans support the management of environmental and social impact across the business, including the management of human rights impacts and associated modern slavery risk:

- Inclusion and Diversity framework
- VCET Gender Equality Action Plan
- Accessibility Action Plan
- Reconciliation Action Plan
- Sustainability Strategy

Our venues

Effectiveness of actions and controls

In FY25 we have prioritised the implementation, maturing and expansion of the actions and initiatives described in this Statement. It is our view that the approach we undertake to address risks of modern slavery is effective, however we note that continuous improvement is a core element of managing modern slavery risks at VCET.

We are committed to reviewing the effectiveness of our actions by regularly reviewing our modern slavery processes, with senior management meeting annually to consider whether we are appropriately identifying and evaluating our modern slavery risks; and conducting an annual review of our processes, policies and actions, to ensure we are appropriately identifying and evaluating our modern slavery risks.

VCET periodically reviews risk mitigation through our internal audit program, which includes procurement controls.

In FY26, VCET intends to continue to build-on work undertaken in FY25, through the expansion of education and training programs, as well as the growth of our audit program.

We are also planning to refresh our Sustainability Strategy with a view to consolidate environmental and social action plans under integrated strategy. The aim of this is to enable greater oversight of our commitments and how they extend across the value chain.

Consultation

During FY25, there was consultation and collaboration by subject matter experts across procurement, legal and governance, people and culture, and sustainability and social impact to understand and develop the modern slavery framework within VCET. These experts represent corporate services that sit across our two venues – MCEC and Nyaal Banyul.

This statement has been circulated for consultation across our Leadership Team and the Audit & Risk Sub-committee of the Trust, prior to final approval via the Trust.

Our venues