

EXPERIENCE CO LIMITED
ACN 167 320 470
Modern Slavery Statement
30 June 2024



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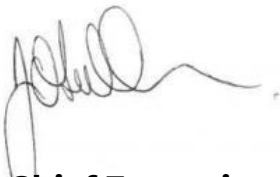
This statement is made by Experience Co Limited (ACN 167 320 470) (**EXP**) and its subsidiaries (collectively, **EXP/Group**), in compliance with Australia's Modern Slavery Act 2018 (Cth).

The statement outlines EXP's approach to identifying and addressing modern slavery risks within its operations and supply chain.

EXP maintains a zero tolerance policy toward any form of human rights abuse across its operations and supply chain. All employees, suppliers, contractors, and agents are expected to uphold and align with these values.

EXP is committed to respecting human rights and implementing practices and procedures to ensure its operations and the sourcing of products and services are conducted ethically and responsibly.

This statement has been approved by the Board of EXP Limited.



Chief Executive Officer
Experience Co Limited
24 December 2024

1. EXP Structure and Operations

Experience Co Limited (ASX:EXP), located at Level 5, 89 York Street, Sydney, NSW 2000, is one of the largest adventure tourism operators in Australia and New Zealand. EXP's diverse portfolio of experiences includes tandem skydiving, Great Barrier Reef tours, indigenous cultural tours, exclusive wilderness multi-day adventure walks, and Tree Top canopy, ropes, and ziplining experiences.

Our business is primarily located along Australia's eastern seaboard, from the Great Ocean Road in Victoria to Tropical North Queensland's Cape Tribulation, with a Perth-based operation on the western seaboard; and skydive drop zones in Queenstown, New Zealand.

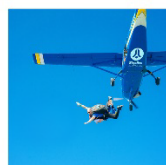
OUR BUSINESS TODAY

SKYDIVING

Australia's leading tandem skydiving operations.

11 Drop Zones (DZs) in Australia and 2 in New Zealand.

2 leading aircraft maintenance businesses.



PREMIUM ADVENTURE

Internationally respected luxury lodge and guided walking brand Wild Bush Luxury.

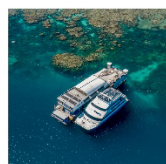
3 operating locations : Arkaba (SA), Bamurru Plains (NT) and Maria Island (TAS).



GBR EXPERIENCES

Cairns and Port Douglas based in Tropical North Queensland (TNQ).

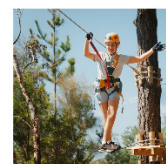
Day tours, dive and snorkel activities on the world-renowned Great Barrier Reef.



FAMILY ADVENTURE

Australia leading adventure operation: Treetops Adventure.

16 locations across Australia, predominantly on the eastern seaboard.



2. Risk of modern slavery in our operations and supply chain

EXP business

EXP's operations are conducted in Australia and New Zealand. As at 30 June 2024, the Group's workforce comprised c1,133 employees and contractors throughout its operations and at head office.

To ensure compliance with legislation and best practices in both countries, EXP has implemented employment policies and processes to ensure employees are treated fairly, with respect and are compensated in accordance with applicable laws.

EXP's Code of Conduct reflects the Group's commitment to its workforce, setting expectations for compliance with all relevant laws and regulations, including those related to occupational health and safety, fair trading, privacy, and employment practices. Employees and contractors are encouraged to report any breaches to senior management or the People and Performance team. The Code of Conduct is regularly reviewed and updated to maintain its relevance and effectiveness.

Supply chain

To support its business operations, the Company sources products and services from a diverse network of suppliers, including:

- **Operations** - including but not limited to – fuel, aircraft and vessel parts and maintenance, skydiving equipment, treetops canopy equipment and parts and maintenance, uniforms and food and beverage.
- **Support services** - including but not limited to – IT, marketing, insurance and professional services.

EXP assesses the inherent risk of modern slavery in its supply chain to be relatively low due to:

- ✓ EXP engaging with reputable third party suppliers and service providers; and .
- ✓ A majority of EXP's (~75%) suppliers operate within Australia or in jurisdictions with strong corporate compliance, including adherence to modern slavery legislation.

EXP acknowledges that the risk of modern slavery may exist within its broader supply chain

3. Actions taken to address the risk of modern slavery

Governance supporting ethical operational and business conduct

The Board is committed to upholding and promoting the highest standard of corporate governance and ethical business practices and has adopted policies and practices supporting these commitments.

The Company's **Code of Conduct** outlines expectations of directors, employees and contractors in carrying out their duties in compliance with all laws and regulations, including acting ethically, with honesty and integrity, in good faith and in the best interests of the Company. EXP complies with Australian anti-bribery legislation and maintains a zero-tolerance policy towards any form of bribery in dealing with third parties to secure any contract including supplier contracts.

The **Equality and Diversity Policy** reflects EXP's commitment to fostering equal employment opportunities, promoting diversity, and ensuring inclusion.

The **Whistleblower Policy** reinforces the Company's commitment to ethical behaviour, compliance and a culture of transparency and integrity. It encourages individuals to report unethical behavior and misconduct confidently, ensuring they are protected from any potential adverse consequences.

During the year, the Company introduced a **Supplier Code** that outlines the ethical standards and behaviours expected from its suppliers, including compliance with modern slavery legislation. To reinforce this commitment, the Company, where appropriate, incorporates provisions in supplier contracts and agreements mandating explicit adherence to modern slavery legislation.

4. Assessment and effectiveness of actions and future commitments

EXP is committed to ongoing assessment of potential modern slavery risks across its operations and supply chain. The Company will continue to review and refine its policies and procedures to support ethical and responsible business practices.

5. Consultation within the Group

EXP engaged with key team members across the business, including its wholly owned subsidiaries, to support the implementation of ongoing modern slavery initiatives and assist in the preparation of the Modern Slavery Statement.