

FY 2024

Modern Slavery Statement



VILLAGE ROADSHOW

This statement is made in accordance with the Australian Modern Slavery Act 2018 (Cth) (the **Act**). VRG HoldCo Pty Ltd (ABN 16 642 854 313) (**VRG HoldCo**) submits this statement jointly with its subsidiary entities listed in Appendix A (**Village, Village Group, we, us or our**) covering the activities undertaken during the financial year ending 30 June 2024 (**Reporting Period**).

Acknowledgement of Country

Village Roadshow acknowledges Aboriginal and Torres Strait Islander peoples as the original Custodians of Australia and pay our respect to Elders, past and present, and to all Elders and First Nations. We recognise and respect their cultural heritage, beliefs, and ongoing relationship with the land and their rich and diverse cultural history over the past 65,000 years. We respect this history and commit to elevating the voices and experiences of Indigenous Australians through Village Roadshow experiences, platforms and team members.

We recognise the importance of developing long term Indigenous partnerships through our operations and celebrating our diverse cultural perspectives to build a strong future for all Australians.

Introduction

This statement sets out our commitment to preventing and responding to modern slavery risks. Our approach is informed by our values, our commitments and the United Nations Guiding Principles on Business and Human Rights (**UNGP**).

Village is committed to respecting human rights and mitigating modern slavery risks in our business operations or supply chains. We recognise our responsibility to prevent, identify, and address modern slavery risks and are dedicated to making continuous improvements in this area.

We are committed to a risk-based approach to identify and reduce the risk of modern slavery practices in the Village Group's operations and across our supply chain. Village is not aware of any instances of modern slavery in its operations or supply chain.

This Modern Slavery statement sets out the actions taken by us to identify and minimise the risk of modern slavery occurring in our operations and supply chain during the Reporting Period.

About Us

Village commenced business in Melbourne, Australia in 1954 where it remains headquartered. Village owns a diversified portfolio of businesses including Theme Parks, Cinema Exhibition, Film Distribution & Marketing Solutions and has approximately 4,500 employees, predominantly based in Australia.

Structure, Operations & Supply Chain

Village sources a range of goods and services from a significant number of suppliers across its different business operations. These include those set out in the table below.

KEY BUSINESSES	MAIN OPERATIONS	SUPPLY CHAIN
CORPORATE	<ul style="list-style-type: none"> Provides centralised finance, accounting, reporting, legal, IT, governance and treasury services to businesses within the Village Group 	<ul style="list-style-type: none"> Office consumables Technology (hardware, software) Professional services consultants; domestic and international
VILLAGE ROADSHOW THEME PARKS	<ul style="list-style-type: none"> Operation of theme parks and attractions in Queensland Accommodation in Queensland Movie/television production studios 	<ul style="list-style-type: none"> Office consumables and promotional merchandise Technology (hardware, software) Uniforms and work attire Food and beverage products Accommodation requirements Hospitality and catering services Animal care related requirements Animal feed Theme park rides Park and hotel maintenance requirements Call centre based in Queensland Facilities services / waste management, cleaning and security Toys and general merchandise
VILLAGE CINEMAS AUSTRALIA	<ul style="list-style-type: none"> Cinema operations Related food and beverage services Amusement parlour operations 	<ul style="list-style-type: none"> Food and beverage products Intellectual property Office consumables and promotional merchandise Technology (hardware, software) Uniforms and work attire Hospitality and catering services Amusement machines Cinemas and amusement machine maintenance requirements Facilities services / waste management, cleaning and security Toys and general merchandise
ROADSHOW DISTRIBUTION	<ul style="list-style-type: none"> Distribution of theatrical film product to cinemas Distribution of movie and television content to broadcasters and home entertainment platforms Production of film and television content Investing in original television and film content 	<ul style="list-style-type: none"> Office consumables & promotional merchandise Catering services on film and TV sets Technology (hardware, software) Intellectual property acquisition from studios, predominantly based in the US Equipment hire and consumables for premieres and hosting film stars
MARKETING SOLUTIONS (UK)	<ul style="list-style-type: none"> Consumer incentive programs 	<ul style="list-style-type: none"> Office consumables & promotional merchandise in the UK where the business is based Technology (hardware, software) Professional service providers; domestic and international

Risks of Modern Slavery Practices in our Operations & Supply Chain

For consistency with the approach taken by Village previously, we have reviewed the impact of operational and supply chain changes from previous reporting periods against the supply chain and operations mapped in FY24 to establish the baseline for identifying modern slavery risks for this Reporting Period. This process was completed to assess and update any modern slavery risks that may be applicable to the operations and supply chain within the Village Group. This process focused on Tier 1 suppliers and our review identified similar Modern Slavery Risk Classifications to those identified in previous reporting periods.

Modern Slavery Risk Classification

Village has a varied and extensive supply chain and as noted, in conducting its modern slavery risk-based due diligence, focused on Tier 1 suppliers. Village Tier 1 suppliers are the suppliers who we maintained a direct supplier relationship with during the Reporting Period. The assessment process has been aligned to the UNGPs to identify modern slavery risks which may contribute to potential adverse human rights impacts.

Village considered a range of factors when reviewing the Modern Slavery Risk Classifications. The Classifications are significant areas of risk that have the potential to contribute and increase the likelihood of modern slavery risks in supply chains and operations.

These Modern Slavery Risk Classifications carry significant modern slavery risks, either because of the high risk geographical location from which they are sourced, the opaqueness of the industries in which they are sourced, the vulnerable people used to make the products or potentially a combination of all.

Village added Vulnerable Populations to its Classifications this Financial Year. It was important to add to the modern slavery risk profile as contracting with vendors who use low skilled workers, offer short term contracts, migrant workers, and the prevalence of sub-contracting and outsourcing heightens this risk. The origin and location of the goods or services also play a significant role in influencing the risk of modern slavery practices.

The Modern Slavery Risk Classifications for this Reporting Period are:

MODERN SLAVERY RISK CLASSIFICATION	DESCRIPTION
GEOGRAPHICAL LOCATIONS	Countries or regions where products are sourced or produced
HIGH-RISK INDUSTRIES OR SECTORS	Products or areas considered higher risk due to supply chain or industry
VULNERABLE POPULATIONS	Individuals or groups more vulnerable to exploitation due to low education, location or socio-economic factors.

Supply Chain and Operational Risks

The Village Group has unique operations and a diverse supply chain. We consider modern slavery risks in our direct operations to be minimal due to the controls, policies and procedures we have implemented. The greatest potential exposure to modern slavery risks is through our suppliers and the supplier’s respective supply chains.

As was the process for the previous reporting periods, we overlaid the Modern Slavery Risk Classifications to Village’s Tier 1 suppliers and identified 5 main areas, Priority Categories, for prioritisation during this Reporting Period:

- Food and Beverage Suppliers
- Retail and Merchandise Suppliers
- Cleaning Suppliers
- Offshore Professional Services
- Workforce

PRIORITY CATEGORIES	APPLICABLE MODERN SLAVERY CLASSIFICATIONS	VILLAGE’S ASSESSMENT OF MODERN SLAVERY RISKS
<p>FOOD & BEVERAGE</p>	<p>Geographical Locations High-Risk Industries or Sectors Vulnerable Populations</p>	<p>High Risk</p> <p>Suppliers in the food and beverage category have been added to the Priority Categories for the first time in this Reporting Period. This Priority Category is classified as high risk as they meet all Modern Slavery Risk Classifications.</p> <p>Village’s Key Businesses are reliant on the supply of food and beverage products to carry out business.</p> <p>Village has implemented changes in its supply chains to increase the sourcing of locally produced goods to reduce reliance on the importation of international products and, in turn, reduce the likelihood of human rights violations associated with this Priority Category.</p>
<p>RETAIL & MERCHANDISE</p>	<p>Geographical Locations High-Risk Industries or Sectors Vulnerable Populations</p>	<p>High Risk</p> <p>Retail and merchandise suppliers meet all Modern Slavery Risk Classifications and are continued to be assessed as being a high risk category.</p> <p>Village has an extensive range of retail and merchandise products produced or sold by the majority of its Key Businesses including merchandise, apparel, plush toys and giftware.</p> <p>This Priority Category has been assessed as high risk, predominantly due to the complex supply chains and the geographic locations known to tolerate forced labour and poor working conditions.</p> <p>Village has focused on improving its processes, continuing and increasing the number of audits required from merchandise suppliers, and increased supplier engagement with our retail and merchandise suppliers due to the higher risks of potential human rights contraventions in this category.</p>
<p>CLEANING SERVICES</p>	<p>High-Risk Industries or Sectors Vulnerable Populations</p>	<p>Medium Risk</p> <p>Cleaning suppliers as assessed as medium risk by Village. Suppliers frequently subcontract services and depend on low-skilled, migrant labour, which can make workers vulnerable to exploitation and poor labour practices.</p> <p>Village’s Key Businesses engage third party cleaning providers and maintains relationships with the suppliers to mitigate any potential modern slavery risks associated with these vulnerable populations.</p>

PRIORITY CATEGORIES	APPLICABLE MODERN SLAVERY CLASSIFICATIONS	VILLAGE'S ASSESSMENT OF MODERN SLAVERY RISK
OFFSHORE PROFESSIONAL SERVICES	Geographical Locations High-Risk Industries or Sectors Vulnerable Populations	<p>Medium Risk</p> <p>Village has Offshore Professional Services suppliers providing professional services to the Key Businesses.</p> <p>In the last reporting period, Offshore Professional Services were assessed as a medium risk category due to geographical locations and the potential breaches of human rights associated with the sector. Village maintains a close working relationship with its Offshore Professional Service providers with a dedicated resource to manage the supplier to monitor its operations</p>
WORKFORCE	Vulnerable Populations	<p>Low Risk</p> <p>Village employs over 4,500 employees in Australia and the United Kingdom. Village Key Businesses employ team members whose employment relationship is governed by common law contracts, Modern Awards or Enterprise Agreements, under casual and permanent employment arrangements. Village has adequate measures in place to regularly monitor and review compliance with employment laws and, importantly, to ensure our workforce is representative of our community.</p> <p>We consider the inherent risk to be low in this category due to processes and controls in place to ensure employees are engaged in a lawful manner. The majority of Village's workforce is situated in Australia and Village maintains the direct relationship with the employees.</p>

Actions taken by Village

The Modern Slavery Framework provides the structure and guidance under which Village monitors risks of modern slavery practices in its operations and supply chain. Our actions during the Reporting Period are set out in this section and reflects Village’s commitment to continuous improvement and reducing the risk of modern slavery.

Governance and Risk Management

The Modern Slavery Framework was developed by the Village Group to address, prevent, mitigate and where appropriate, remediate modern slavery risks. The intention of the Modern Slavery Framework is still relevant and effective in its current application.

As previously reported, Village has an established modern slavery governance structure in place. A framework of controls addresses and assesses modern slavery risk in Village’s operations and supply chain. An overarching Enterprise Risk Management Framework and related governing policies guide our approach to risk management in relation to modern slavery.

The Modern Slavery Working Group (Working Group) oversees the mitigation of modern slavery risks in Village’s operations and supply chain, due diligence activities and directly consults with Key Businesses to ensure operational accountability.

The Working Group comprises members from legal, company secretarial and procurement departments. The Working Group develops and implements strategies to identify, address, prevent, mitigate and, where appropriate, recommend remediation for any actual or potential modern slavery risks.

Village continues to apply the reporting lines established under the Enterprise Risk Management Framework & the Modern Slavery Framework.

The Working Group reports and makes recommendations to the Modern Slavery Steering Committee. The Steering Committee provides updates and reports to the Enterprise Risk and Governance Committee. A representative of the Committee reports to the Board to ensure final sign-off on the Modern Slavery strategy and statement.



Policy Framework

Village maintains a strong and detailed policy framework to support its Modern Slavery Framework. The Village Group policies have been endorsed by the Board and are provided to key stakeholders, including suppliers, where relevant, to ensure all parties have clarity on expectations. These policies support Village’s strategy for mitigating modern slavery risks.

POLICY	PURPOSE
SUPPLIER CODE OF CONDUCT	The Village Supplier Code of Conduct sets the standards and expectations of Village suppliers. It reinforces Village’s commitment to respect and uphold human rights.
MODERN SLAVERY POLICY	The Modern Slavery Policy communicates the requirements and expectations of Village suppliers regarding modern slavery.
WHISTLEBLOWER POLICY	The Whistleblower Policy provides stakeholders (including employees, contractors, suppliers and external third parties) an appropriate mechanism to report grievances on a confidential basis.
PROCUREMENT POLICY	The Procurement Policy sets the Village’s process to procure goods and services from suppliers and promotes compliance with ethical procurement standards.
FRAUD, BRIBERY AND CORRUPTION CONTROL POLICY	The Fraud, Bribery and Corruption Control policy sets the standards applicable to Village representatives to conduct business in an honest and ethical manner.
RECRUITMENT POLICY	The Recruitment Policy governs the hiring process of employees, internally and externally, to comply with Company values and the highest ethical and professional standards.
EMPLOYEE CODE OF CONDUCT	Employee Code of Conduct was updated and rolled out during the Reporting Period. The Code of Conduct establishes a clear standard of performance and behaviour expected of Village’s employees.

Due Diligence

Consistent with actions taken in previous reporting periods, Village has continued to take a risk based approach to assessing modern slavery risks in its operations and supply chain. Village carries out due diligence reviews and assessments on suppliers to assess the potential exposure to the risk of modern slavery and to mitigate the risk of modern slavery in our supply chain. The risk based assessment process developed under the Modern Slavery Framework includes issuing suppliers with a self assessment questionnaire (SAQ) and a Supplier Code of Conduct.

In the previous reporting period, Village conducted an internal review and identified that it had received a relatively low SAQ completion rate. The review identified gaps in processes and procedures and highlighted the importance of maintaining close relationships with high risk suppliers.

Our Supplier Code of Conduct and SAQ are provided to Suppliers at various stages of the relationship; prior to on-boarding, during tender processes or if a long term supplier, at a relevant time during the relationship. All new suppliers are issued the SAQs and Code of Conduct at the time of onboarding. The Supplier Code of Conduct sets expectations for suppliers across various areas, including modern slavery and human rights compliance.

The SAQs require suppliers to answer questions relating to potential risks in the supplier’s operations and the supplier’s own supply chain. The SAQs provides the initial insight into supply based risks and we can engage with suppliers to learn more about the risks.

Process improvements were implemented to strengthen supplier engagement and risk assessment completion rates, as well as assist with analyses in managing and monitoring potential modern slavery risks. Utilising an existing supplier management tool improved the process and enabled Village to mandate the completion of the SAQs and Code of Conduct, as well as monitoring the completion rate of SAQs for existing suppliers. Improving internal processes, increasing our supplier engagement and having additional resources ensured we achieved the SAQ completion KPIs.

The development and implementation of the improved onboarding process permitted Village to capture further supplier data to identify initial concerns with suppliers, track our process and make improvements. Village received a 79% completion rate of SAQs and 78% completion rate of Codes of Conduct issued to suppliers during the Reporting Period.

Supplier Engagement

Following analysis of SAQ data from the previous reporting period, Village committed to improving supplier communications. Village increased its focus on supplier management and engagement, especially with those suppliers identified in the higher risk Priority Categories. The commitment to increase supplier engagement for the Reporting Period was driven to encourage supplier compliance with expected standards, receive additional insights and exposure to supplier’s operations, as well as the unexpected positive response directly from suppliers in the last reporting period.

Site Reviews

Village developed a Supplier Review Process and Compliance document to be used for in person site reviews in the last reporting year. Conducting site reviews enables Village to review the supplier’s production processes, facilities, quality control measures and overall business practices. The site reviews include inspecting the supplier’s facilities, reviewing their documentation and records, and interviewing key personnel to understand the supplier’s operations.

Village conducted 5 in person site reviews for suppliers identified in the high risk and medium risk Priority Categories from Village’s assessment of modern slavery risks.

PRIORITY CATEGORY	GEOGRAPHICAL LOCATION	SITE REVIEW
FOOD & BEVERAGE	Australia	<p>Village provided 48 hours’ notice of the in-person factory site review to the medium Australian food manufacturer who supplies large Australian brands.</p> <p>Management voiced its concerns with the lack of notice and were initially resistant to the site visit. Village did not have unsupervised access to employees.</p> <p>Signage located in the factory was in multiple languages to cater for the multi-cultural employee population. The facilities were clean and well organised with the appropriate bathrooms and meal break out spaces expected in a factory environment.</p> <p>It is recommended that a future site review be conducted to ensure ongoing compliance.</p>
FOOD & BEVERAGE	Australia	<p>The Village team were permitted full access to the factory and employees of a medium food and beverage manufacturer based in Australia.</p> <p>There were no immediate concerns regarding the facilities or treatment of employees at the factory. There may be a future opportunity to work with the manufacturer to review tier 2 suppliers.</p>
CLEANING	Australia	<p>Village met with a small cleaning supplier based in Melbourne.</p> <p>The Village team were granted access to the workers and did not receive any adverse comments from the workers. The site review of the cleaning supplier was compliant.</p>
MERCHANDISE	China	<p>Site visit of a medium sized manufacturer based in Guangdong Province, China was carried out by Village representatives. Manufacturer produces high quality accessories.</p> <p>The facilities were well maintained, employees could converse freely and provided insight into the working conditions. The Village team were permitted full and free access to all areas of the factory and to all members of the workforce working on the day of the site review. There was no evidence of underage workers or forced labour.</p> <p>The supplier received a compliant rating.</p>
MERCHANDISE	China	<p>The Village team attended the site of a manufacturer of high quality headgear for many global brands. Large manufacturer based in Zhangjiagang, China. The manufacturer is known for its efficient processes, transparent operations and quality products. This site review involved an in-person site visit, where the working conditions and environment were thoroughly assessed. Village observed no evidence of underage workers or forced labour, workers were found to be enjoying freedom of movement. The site review was compliant with excellent results.</p>

Third Party Audits

As well as in person site reviews, Village continues to mandate the provision of independent third party audit reports, from reputable auditors, prior to the onboarding of any supplier in the retail and merchandise Priority Category. Requests for third party audits are requested from suppliers in other categories, however it is not mandatory for those suppliers to provide.

Contract Terms and Conditions

Village introduced a new proforma supply agreement during the Reporting Period. This proforma supply agreement encompasses more detailed contractual obligations on suppliers to investigate their own supply chains for instances of modern slavery practices. Village has issued the new proforma supply agreements to new suppliers and exiting suppliers where applicable to manage modern slavery risks.

Effectiveness of the Village Group's Actions

Village is dedicated to continuous improvement in its efforts to mitigate modern slavery risks in its operations and its supply chain. The actions taken by Village are aimed at reducing the potential risk of contributing to, or being associated with, modern slavery practices through our procurement of goods and services, and in the operations of our business.

Village's Modern Slavery Framework has adopted a multi-layered approach to assess and address modern slavery risks. These actions, coupled with ongoing evaluations and a strong commitment to governance assist in mitigating the risks.

Governance & Risk Management

The Village Group continues its commitment to the use of governance mechanisms, risk management and a broad policy framework to address modern slavery risks across its Key Businesses. Further, accountability for modern slavery sits at the executive level, signifying the importance of the issue and Village's commitment to preventing modern slavery. Our existing compliance processes facilitates the escalation and reporting of modern slavery related risks and concerns (as well as breaches) to relevant Village group board committees.

Village continues to review and update its processes and policies and communicates these changes to relevant parties. Internal and external stakeholders are aware of expectations, processes and compliance requirements through the existence of Village's broad governance based frameworks.

Due Diligence and Improvement of SAQ process

Village continues to use the risk based SAQ process when onboarding new suppliers. The internal company review conducted in FY23 identified gaps in the SAQ due diligence process and areas for improvement in SAQ and Supplier Code of Conduct completion rates. The Key Businesses rolled out a process improvement in existing software to capture a higher rate of completed SAQs and collect appropriate data from suppliers. This enables more accurate data to be collected, assessed and improvements implemented.

Documentation completion targets were set in FY23. The purpose of the targets was to increase the number of completed SAQs and Codes of Conduct from relevant Suppliers. The targets assist in measuring the effectiveness of the initial identification of modern slavery risks during the Reporting Period.

Site Reviews

This Reporting Period Village completed 5 in person site reviews. The site reviews enabled Village to have oversight on areas of risks related to the suppliers. The site reviews resulted in an increase in supplier engagement, a better understanding of the supplier's operations and supply chain. The site review also assisted in commencing conversations and raising awareness to suppliers, conveying Village's expectations and areas of focus for suppliers to manage. The site reviews signal to suppliers the importance we place on the process, in addition to providing the supplier's workforce an opportunity to raise concerns directly with a Village representative.

The effectiveness of the site reviews in managing Village's modern slavery risks is relevant to Village's operations and the impact of raising awareness to suppliers is also effective. A number of suppliers involved in site reviews have implemented changes to their processes to manage their own supply chains and operations, which include updating documentation, requesting third party certifications and a greater awareness of modern slavery risks.

Third party audits

Village puts considerable importance on requesting and reviewing third party audit reports. The third party audit reports cover all aspects of accreditation including minimum wage, child labour, safe working conditions and safety in the workplace.

In the retail and merchandise category Village has 35 international vendors who have current factory audits on file. It enables us to engage compliant suppliers and communicate Village's expectations relating to modern slavery risks. This process is effective as it highlights the risks to suppliers and has reduced modern slavery risks in our retail and merchandise category.

Contractual Obligations

The updated contract terms relating to modern slavery convey clear expectations for suppliers regarding their obligations in reducing modern slavery risks. Suppliers are required to take positive steps to ensure modern slavery due diligence is conducted in supply chains and are held to account under the terms of the contract. This protects vulnerable workers and maintains compliance for the duration of a contract agreement.

Looking forward

The Village Group will continue to develop, analyse and assess its current modern slavery practices in its operations and supply chains.

Preventing and addressing modern slavery risk is an ongoing journey. We are committed to continuously developing and enhancing all aspects of our approach to modern slavery and broader human rights due diligence.

Our focus for the coming year includes:

- Providing more information and support to our suppliers to educate and improve risk management and supply chains
- Updating policies and standards to better reflect our commitment to human rights and the expectations we have of our employees and partners.
- Building internal capability and awareness by providing training and capability building.

Village Group Consultation

All reporting entities are subsidiaries of VRG HoldCo and for FY24 all reporting entities operated under the same governance and reporting structure. The Governance structure and process discussed in Section 4 of this Statement permitted each operating entity and Key Businesses the opportunity to consult in order to identify and address key modern slavery risks. The VRG Hold Co Board and the Steering Committee have contributed to the adoption of the Modern Slavery Framework, drafting and review of this statement.

The Village Group adheres to the Act, the Modern Slavery Framework developed and adopted by each reporting entity and the governing resolution passed by VRG HoldCo.

Approval of Joint Statement

This joint statement has been approved by the Board of Directors of each reporting entity in accordance with section 14 of the Act.



Clark Kirby
CEO
Village Group



Robert Kirby
Executive Chairman
VRG HoldCo

Appendix A

VRG Holdco Pty Ltd Group Entities

Details of Australian wholly owned subsidiaries which, together with VRG HoldCo, form the Village Group. Entities marked with an asterisk (*) are reporting entities in accordance with section 5 of the Act.

ENTITY NAME	ABN/ACN	ENTITY NAME	ABN/ACN
DEG Holdings Pty Ltd	90 003 124 221	Village Roadshow Leisure Pty Ltd	63 061 400 824
Entertainment of the Future Pty Ltd	64 066 861 514	Village Roadshow Pictures International Pty Ltd	36 080 186 250
MyFun Pty Ltd	57 080 185 593	Village Roadshow Pictures Television Pty Ltd	89 069 490 071
Positive Investments Pty Ltd *	73 004 743 426	Village Roadshow Pty Ltd *	43 010 672 054
Reel DVD Pty Ltd	93 113 324 815	Village Roadshow Share Plan Pty Ltd	073 667 688
Roadshow Distributors Pty Ltd *	58 004 885 189	Village Roadshow SPV 1 Pty Ltd	28 129 267 752
Roadshow Films Pty Ltd	28 100 746 870	Village Roadshow Theatres Pty Ltd	20 006 199 659
Roadshow Pay Movies Pty Ltd	77 083 817 734	Village Roadshow Theme Parks Pty Ltd *	60 010 919 623
Roadshow Productions Pty Ltd	49 139 341 861	Village Roadshow Treasury Pty Ltd	69 083 818 071
Roadshow Television Pty Ltd	29 005 080 188	Village Roadshow UK Holdings Pty Ltd	23 074 733 725
Roadshow Unit Trust	48 207 725 679	Village Roadshow USA Holdings Pty Ltd	32 129 267 770
Sea World Foundation	46 653 322 493	VR - Big Croc Pty Ltd	15 117 829 302
Sea World Management Pty Ltd	16 006 841 470	VR Corporate Services Pty Ltd	39 095 620 894
Sea World Property Trust	91 446 761 107	VR ESP Finance Pty Ltd	14 060 514 043
Sinced Investments Pty Ltd	44 004 891 990	VR Leisure Holdings Pty Ltd	34 055 851 486
Village Cinemas Australia Pty Ltd *	36 006 735 002	VRC Investment Co Pty Ltd	35 103 262 308
Village Golf Holdings Pty Ltd	60 615 018 007	VRG A Pty Ltd	68 642 859 023
Village Online Investments Pty Ltd	39 083 817 574	VRG B Pty Ltd	61 642 859 434
Village Roadshow Australian Films Pty Ltd	57 100 491 834	VRG BidCo Pty Ltd *	18 642 862 422
Village Roadshow Corporation Pty Ltd *	89 004 318 610	VRG MezzCo Pty Ltd *	70 642 861 014
Village Roadshow Digital Pty Ltd	31 158 241 073	VRPPL Pty Ltd	75 069 490 008
Village Roadshow East Coast Pty Ltd	18 133 710 148	VRS Holdings Pty Ltd	45 010 662 343
Village Roadshow Exhibition Pty Ltd	77 077 569 469	VRTP Entertainment Pty Ltd	13 099 132 948
Village Roadshow Group Services Pty Ltd	71 074 733 994	VRTP Services Pty Ltd	52 003 816 260
Village Roadshow Holdings Pty Ltd	62 083 817 672	Warner Bros. Movie World Holdings Joint Venture	41 213 298 248
Village Roadshow Intencity Pty Ltd	96 065 260 255	WB Properties Australia Pty Ltd	50 003 719 051
Village Roadshow IP Pty Ltd	63 077 568 980	WSW Units Pty Ltd	82 056 225 015

Compliance With Mandatory Reporting Criteria

MANDATORY CRITERIA	SECTION
1 Identify the Reporting Entity	Front Page
2 Describe the structure, operations and supply chains of the reporting entity	3
3 Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	4
4 Describe the actions taken by the reporting entity and any entity its owns or controls, to assess and address those risks, including due diligence and remediation processes	7
5 Describe how the reporting entity assesses the effectiveness of its actions	10
6 Describe the process of consultation with any entities the reporting entity owns or controls and the consultation with the reporting entity	7, 12



VILLAGE