

EP2 Management Pty Limited Modern Slavery Statement 2024

About this Statement

This Modern Slavery Statement (**Statement**) has been prepared in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth) (**Act**).

This Statement describes our approach and actions to manage Modern Slavery risks in our operations and supply chains during the financial year ending 31 December 2024 (**Reporting Period**), as well as our plans for future improvements.

We understand the intersecting risks of slavery and human trafficking within our industry and remain steadfast in our efforts to combat these crimes. Our approach includes raising awareness, protecting vulnerable populations, and continuously enhancing our processes to identify and mitigate modern slavery risks. M&L Group stands firm in its mission to create a world where all individuals are treated with dignity and respect, and we invite our stakeholders to join us on this journey towards a more just and compassionate future.

We recognise that Modern Slavery may occur in many forms here in Australia such as slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services. We further recognise our obligation to exercise our responsibility to help minimise Modern Slavery practices in Australia.

About EP2 Management Pty Limited

Aligned with Australian Modern Slavery Act 2018

Hyatt Regency Sydney is committed to introduce a well-defined Modern Slavery risk management process, ensuring a qualitative review of the potential Modern Slavery risk across its operations and supply chain. We have:

- Performed a detailed assessment of our suppliers through a comprehensive risk assessment methodology that includes indicators that identify a potential Modern Slavery risk across our operations and supply chain, which are split across:
 - Geographic risks: regional and country risks
 - Category risk: products and services
 - Business model risk: type of business model
 - Salient risk: vulnerable populations
- Conducted a completeness check of all our policies, procedures, and guidelines to identify how these can be further strengthened to identify and eliminate Modern Slavery risks across the operations.
- Disclosed specific Modern Slavery risks and the actions within our global supply chain.
- Defined the effectiveness of our actions.

Our operations

Hyatt Regency Sydney is operated by EP2 with a hotel management agreement in place with Hyatt of Australia Limited which is an affiliate of the Hyatt Hotels Corporation. The Hyatt Hotels Corporation is a multinational hospitality company that operates a portfolio of hotels, resorts, and residential and vacation ownership properties around the world. Hyatt operates under various brands, each catering to different market segments and traveller preferences.

EP2 processes, behaviours and ways-of-working are very much aligned to these of Hyatt Hotels Corporation and sustainability practices are mirroring Hyatt's World of Care (<https://about.hyatt.com/en/world-of-care/caring-for-the-planet.html>).

EP2 generates revenue primarily through room bookings, food and beverage sales, meeting and event bookings, and ancillary services such as spa treatments and recreational activities.

Hyatt places a strong emphasis on providing exceptional guest experiences characterised by personalised service, comfortable accommodations, and memorable amenities. This includes initiatives such as the World of Hyatt loyalty program, which rewards frequent guests with exclusive benefits and rewards. We are committed to environmental sustainability and social responsibility, and has implemented eco-friendly practices across its properties, including energy and water conservation, waste reduction, and community engagement initiatives.

Our organisational structure

The Company's governance framework is aligned to Hyatt's overall governance framework that encompasses both global policies, as well as localised policies, procedures and guidelines that are tailored to meet the country-specific requirements. Hyatt Regency Sydney hotel employs 418 people as of 31 December 2024. This includes a mix of full-time, part-time, and casual employees. In addition, the hotel engages third-party contractors for services such as housekeeping, security, and maintenance.

This structure supports the implementation of both global and local policies that address modern slavery risks and ensures accountability across all levels of the organisation.

Reporting entity

EP2 Management Pty Limited (ABN 25 149 908 289) trading as Hyatt Regency Sydney (EP2), which qualifies as a reporting entity under the Act for this reporting period.

Our supply chain

For the Reporting Period, EP2's supply chain comprises of the following categories:

- Housekeeping/cleaning services;
- Food;
- Beverage;
- Uniforms;
- Security services;
- Equipment and consumables; and
- Other professional services.

During FY24, 99% of our suppliers were domestic and just 1% of them were located outside of Australia. This distribution remained consistent with the previous financial year (FY23).

Modern Slavery governance and reporting

At Hyatt Regency Sydney, we have adopted a pragmatic and balanced approach to Modern Slavery governance, recognising the complexity of the issue and the need for effective, feasible solutions.

Our efforts align with the Modern Slavery act regulatory requirements – and international standards –, ensuring consistency and accountability.

We maintain transparency through regular reporting, sharing our progress and challenges in our Modern Slavery Statement, and fostering a culture of continuous improvement, through which we demonstrate our dedication to ethical business practices and strive for meaningful impact in the fight against Modern Slavery.

Hyatt Regency Sydney Modern Slavery risks

We have conducted a comprehensive risk assessment of our operations and supply chains to identify areas which were more at risk of Modern Slavery practices for the Reporting Period.

In our operations

All employees are employed in accordance with the applicable labour laws of Australia, including in respect of minimum wages, hours of work, leave entitlements and safe working conditions. The main categories of activities undertaken by our Sydney workforce includes front-office services, housekeeping, food and beverage/ restaurants, event planning and catering, and office support functions.

Overall, we identified a low risk of Modern Slavery in our operations.

In our supply chain

In assessing the risk of Modern Slavery practices within our supply chain, several factors were considered, including:

- supplier importance,
- customer interaction/ impact,
- spend (leverage),
- risk to people/ salient risk,
- geographic impact,
- industry/ sector risk; and
- business model.

We have identified the following areas of potential Modern Slavery Risks:

- Housekeeping and cleaning services: low skilled workers, including casual, part-time and overseas student workers;
- Uniforms: low-cost and child labour overseas manufacturing;
- Food and beverages: low skilled workers, including casual, part-time and overseas student workers; and
- Other Commercial and Professional Services: low skilled workers, including casual, part-time, and overseas student workers.

Based on this assessment, we identified less than eight suppliers with medium risk of Modern Slavery in our supply chain.

Actions to assess and address Modern Slavery risks

Assessing our Modern Slavery risks

We have conducted our Modern Slavery risk assessment for the reporting period. We have analysed our supply chain data using a data analytics tool and performed a comprehensive review of our operations, including our policies and procedures. Additionally, we included interviews with key stakeholders.

No instances of Modern Slavery have been identified during the Reporting Period.

We are committed to continually improving our understanding of Modern Slavery risk exposure and will adapt our risk management approach, measurement of effectiveness, and actions accordingly.

Actions to address Modern Slavery risks

EP2 has a strong focus on human trafficking and all processes, policies, guidelines and reporting mechanisms have been focussed on identifying these risks. However, during the operational reviews it became apparent that addressing Modern Slavery within EP2 requires a comprehensive approach that encompasses prevention, detection, response, and accountability. Here's a set of actions that have been highlighted to address Modern Slavery risks:

Governance and policy

Hyatt has a comprehensive Code of Business Conduct and Ethics, guiding our people in acting ethically and follow the laws and requirements that apply where we do business. Hyatt has an established UK Modern Slavery and human trafficking statement, providing guidance in the steps that the organisation takes to combat Modern Slavery. We will continue to assess the relevance of those policies and procedures to ensure alignment with both Hyatt's standards and also with Australian legal regulations.

Our people

EP2 employees are employed in accordance with applicable Australian labour laws, including in respect of minimum wages, working hours, leave entitlements and safe working conditions. We have taken steps to strengthen employee awareness by incorporating information about the Modern Slavery Act. We also included a dedicated segment on Modern Slavery awareness in our most recent all-employee Town Hall.

Our suppliers

We have updated our supplier onboarding process to include a question assessing whether suppliers have a Modern Slavery Statement in place. Where suppliers indicate 'yes', we are in the process of, on a sample basis, requesting copies of those statements for review to better understand their approach to managing Modern Slavery risks.

Training and awareness

We understand the importance of promoting Modern Slavery awareness amongst our people and supply chain partners. Recognising and knowing how to report the signs of possible slavery is a critical component of prevention efforts. Accordingly, Hyatt maintains human trafficking training programs in 10 languages. Hyatt's human trafficking training continues to be a brand standard for all Hyatt colleagues. This training is required of all new Hyatt colleagues and is also part of Hyatt's annual global compliance training.

As the current training has a focus on human trafficking, we are looking to extend the training to incorporate Modern Slavery as well.

Expanding the mandatory reporting criteria:

The Australian Government has committed to expanding the mandatory reporting criteria under the Modern Slavery Act to include more detailed disclosures regarding products, services, and suppliers—particularly those associated with high-risk regions. This initiative aims to enhance transparency around the origin of goods and services and to support entities in identifying and addressing potential Modern Slavery risks within their supply chains.

During the current reporting period, no instances of Modern Slavery were identified within our operations or supply chains. As such, while we acknowledge the importance of the expanded reporting requirements, no additional disclosures are required at this time.

We remain committed to continuous improvement in our due diligence processes. In line with the forthcoming changes, we will reassess our supply chain and procurement practices in the next reporting cycle. Should any relevant risks or findings emerge, they will be addressed and disclosed in our next Modern Slavery Statement, including reference to any high-risk regions, products, or suppliers as guided by the updated criteria.

Assessing effectiveness and looking ahead

Assessing effectiveness of our actions

Below we have included our assessment on each of the actions undertaken during the reporting period:

Area - Actions undertaken	Assessment of effectiveness
Our people - We have taken steps to strengthen employee awareness by incorporating information about the Modern Slavery Act. We also included a dedicated segment on Modern Slavery awareness in our most recent all-employee Town Hall.	These actions have proven effective, with noticeable improvements in employee awareness during onboarding and Town Hall sessions. Positive feedback and increased engagement suggest that our messaging is resonating and helping to embed a stronger understanding of modern slavery risks across the organisation.
Our suppliers – We have updated our supplier onboarding process to include a question assessing whether suppliers have a Modern Slavery Statement in place. Where suppliers indicate 'yes', we are in the	The implementation of these actions has been highly effective, fostering stronger trust with our suppliers and enhancing the transparency of our onboarding process. By requesting and reviewing Modern Slavery Statements, we have gained better

process of, on a sample basis, requesting copies of those statements for review to better understand their approach to managing Modern Slavery risks.	insight into our suppliers' practices and strengthened our due diligence efforts.
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Looking ahead

We look to continue to improve our understanding of our Modern Slavery risk exposure which informs our approach to measuring the effectiveness of our actions.

Over the next 12 months, we will work on enhancing current systems, policies and procedures to more effectively combat Modern Slavery and evaluate the success of our initiatives. This will include:

Actions undertaken	New actions proposed for next reporting period
Modern Slavery awareness training across EP2	Ensure all our employees (100%) complete the Modern Slavery training and awareness session.
Policies and procedures review	Full review of current policies and procedures to make sure they include Modern Slavery concept.

Approval

This Statement has been prepared in consultation with the management team of Hyatt Regency Sydney and approved by the Board of EP2.



Jocelyn Kum

Director

30 June 2025