



# MODERN SLAVERY STATEMENT

2024 VICTORIA RACING CLUB





## INTRODUCTION

This Modern Slavery Statement is made by the Victoria Racing Club Limited (**VRC**) under the *Modern Slavery Act 2018* (Cth) (the **Act**).

In this statement, the VRC outlines its responsibilities to mitigate the risk of slavery, servitude and forced or compulsory labour and human trafficking, within our businesses or our supply chains. The VRC acknowledges that modern slavery is a broad term, and can take several forms, including: trafficking persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour and child labour.

The VRC is fully committed to eliminating all forms of modern slavery throughout our operations and those of our suppliers. It is our social responsibility to achieve the highest ethical standards as presented by the Act.

## ABOUT THE VRC

Horse racing started at Flemington Racecourse in 1840, when Melbourne as a town was five years old. The Victoria Racing Club was established in 1864 and since 1871, with the establishment of the Victoria Racing Club Act, the racecourse has been managed by the VRC under a Crown land lease arrangement. Flemington Racecourse – Australia's oldest racecourse in continuous use – is located about seven kilometres north-west of Melbourne's CBD along the Maribyrnong River.

Occupying an area of 320 acres, it is one of the largest racecourses and longest racetracks in Australia, and is home to the Lexus Melbourne Cup – the Race that Stops a Nation®. Governed by a board elected by its members, Victoria Racing Club is a not-for-profit organisation. Surplus funds are reinvested into Flemington Racecourse and its operations. The racecourse site operates 24 hours a day, 365 days of the year.

We employ more than 200 people throughout the year as well as 4,000 casual staff on a Melbourne Cup Carnival race day (directly and through our catering, cleaning and security operations). The Club hosts around 400,000 racegoers a year across 23 race days, over 240,000 of whom come to the four days of the Melbourne Cup Carnival. With around two million racegoers a year, racing is still the second largest live-attended sport in Australia behind Australian rules football.

Although we are known primarily as the custodians of Australia's greatest racing carnival, the VRC also hosts events ranging from business conferences to music festivals, weddings, school and university graduations, fun runs, craft markets, charity events and parties on the grounds of Flemington.

The broader Flemington Racecourse site comprises a wider community than just a racetrack. On the site are around 20 resident trainers and facilities for 600 horses. The site is home to the largest public rose garden in the southern hemisphere (over 16,000 rose bushes), a heritage centre, four grandstands, Headquarters Tavern, park land, a nursery, wetlands, car parks, a train station, administration offices and an operational workshop, as well as a rich tapestry of heritage assets.

The Melbourne Cup Carnival generates social and economic benefits on a large scale, and has a global reach which presents Melbourne, Victoria and Australia to the world in a positive way.

Our vision is that the VRC is the leader in world class racing and experiences. To achieve that vision, the Club is focused on short, medium and long-term activities, and we monitor our progress in each of these areas.



We are the custodians of a unique race, which is part of an amazing Carnival and year-round premium racing at an exceptional venue.

We recognise the importance of this to our members, stakeholders and all who engage with us, and seek to ensure the primacy of the event.

We envisage a future where the Victorian racing industry is the world-leading racing jurisdiction, where the VRC is globally acknowledged for delivering racing and event entertainment, offering innovative and unrivalled experiences for all.

The VRC aims to be recognised as a leader in supporting the wellbeing of equine athletes during their racing career and their retirement, and to be considered an employer of choice where our team are able to continually develop and achieve their career goals.

## ENTITY

The VRC is a single reporting entity.

## OUR SUPPLY CHAIN

During the reporting period VRC procured goods and services from approximately 1,000 suppliers. Our suppliers support the business across Food (via contracted catering partners), Beverage, Facilities, Corporate Services, IT, Marketing, Media, Energy, Utilities, Professional Services, Event Equipment and Horticultural Equipment and Supplies.

## AREAS OF POTENTIAL RISKS

To assist with identifying the potential risks of modern slavery practices in our operations and supply chains, we referred to the Australian Government's *Guidance for Reporting Entities* and the *Walk Free Foundation - Global Slavery Index 2018*.

These sources outlined specific risk factors relating to particular industries or sectors, particular goods and/or services, and geographic locations of products and supply chains models that carry a higher risk of modern slavery in Australia.

Based on this guidance and initial reviews of direct suppliers completed by the VRC, there are several areas of potential risk that may impact us via our operations and supply chain that will take priority in the implementation of VRC's mitigation strategies. These areas include cleaning and security services, technology equipment, uniforms and merchandise and some food materials. VRC continues to review suppliers to determine if they operate in potential risk categories and countries, then tracks this on internal reporting for further review.

The VRC has also identified areas of no or low risk, including, processes which VRC's employees directly complete and which are covered by VRC's internal policies and procedures.

All direct employees of the VRC are based in Australia and are employed under appropriate awards. We train our staff in VRC's processes and policies, including but not limited to, OH&S, bullying & harassment, whistleblowing, equal opportunity and modern slavery.



## VRC'S SELF-AUDIT AND MITIGATION STRATEGY

We are continually taking steps to review our supply chain policies and procedures to ensure that they are sufficiently robust to mitigate the risk of modern slavery occurring in our business and supply chains, and implement appropriate and proportionate responses across the business where we identify risks and any current or potential exposure.

The VRC has already introduced several key strategies to combat the risk of modern slavery in our operations and supply chain. These include:

- Purchase of a Modern Slavery training module for educating internal staff on the Act and support future compliance;
  - New contracts include terms and conditions which require compliance with the Act;
  - Implementing a new supplier questionnaire in our procurement process; and
  - Continually working with suppliers in our supply chain to better understand and assess the highest potential risk areas, in relation to modern slavery and as referenced by the *Global Slavery Index 2018*.
- Tracking in internal reporting the suppliers that operate in potential risk categories and countries. Compliance with the requirements of the Labour Hire Licensing Act 2018 (Vic) by ensuring labour hire suppliers are licensed

During this reporting period no instances of modern slavery were identified in our operations or supply chain.

## MOVING FORWARD

The VRC plans to further explore or initiate other key strategies to ensure our future operational compliance, and the compliance of external third party suppliers. These strategies include:

- Establish a Modern Slavery Working Group;
- Internal and external staff training and capability development;
- Continue supplier risk type identification;
- Enhance the engagement with suppliers on the modern slavery risks;
- Develop process to provide active management of risks;
- Developing a supplier code of conduct;
- Increasing the auditing of external third-party suppliers.

This statement was approved by the Board of the VRC.

A handwritten signature in blue ink, appearing to read 'Neil Wilson'.

Neil Wilson  
Chairman  
Victoria Racing Club