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Modern Slavery Policy for Lateral Plains Events Pty Ltd

V1.4.1

Lateral Plains Events Pty Ltd

- **ACN:** 650 861 064
- **ABN:** 83 650 861 064
- **Status:** Registered
- **Type:** Australian Proprietary Company, Limited by Shares
- **Geographical Scope:** Australia, Asia Pacific and Southeast Asia

Publishing and Revision History

- **Original Publishing Date:** 8th September 2021 (Version 1.0)
- **Revisions:**
 - **Version 1.1:** 8th September 2022 – Reviewed
 - **Version 1.2:** 23rd August 2023 – Reviewed
 - **Version 1.3:** 9th April 2024 – Reviewed
 - **Version 1.4:** 9th January 2025 – Reviewed
 - **Version 1.4.1:** 24th March 2025 – Reviewed

Introduction

Lateral Plains Events Pty Ltd (**LPE**), under the leadership of Dr. Tevita P. Topui as Chief Executive Officer, remains unwavering in its dedication to ethical and responsible business practices. Recognising our significant role in the global effort to eradicate modern slavery and human trafficking, we extend our commitment across our operations and supply chain, spanning Australia, the Asia Pacific, and Southeast Asia. Our proactive approach is not just about compliance but about setting a standard for integrity and accountability in all we do, reflecting our core values and the trust placed in us by our clients, employees, and partners.

As a descendant of the Torres Strait Islands with Polynesian roots, **Dr Topui** acknowledges the Traditional Custodians of the lands we live and work on. We pay respects to Elders past and present and honour enduring connections to lands, waters, and communities. This land was never ceded. Additionally, we recognise the history of Blackbirding and the resilience of Pacific Islanders, including **Dr Topui's** ancestors, and honour their strength and contributions.

This Modern Slavery Statement has been prepared for the reporting period **1 January 2024 to 31 December 2024**, in accordance with the **Modern Slavery Act 2018 (Cth)**.

It reflects the actions taken during this reporting period to identify, assess, and mitigate the risks of modern slavery within our operations and supply chains across Australia, New Zealand, the Asia Pacific, and Southeast Asia.

Building upon our commitments in prior years, including the 2022 and 2023 reporting periods, Lateral Plains Events Pty Ltd (LPE) has continued to refine and expand its approach to ethical sourcing, supplier engagement, and human rights due diligence.

Scope

This policy applies universally to all **LPE** employees, contractors, suppliers, and business partners, without exception, across our global operations in Australia, the Asia Pacific, and Southeast Asia. It affirms our collective responsibility to uphold human rights and dignity, going above and beyond local legislative requirements to foster an organisational culture rooted in ethical integrity.

By extending our commitment across all regions where we operate, irrespective of local revenue thresholds or specific legislative mandates, we underscore our dedication to being at the forefront of the fight against modern slavery and worker exploitation. We are committed to implementing this policy consistently across our operations, ensuring that geographical or financial limitations do not confine our efforts to combat modern slavery but reflect our global stance on human rights and corporate responsibility.

Compliance with Legislation

Our Modern Slavery Policy adheres to the highest standards set by international and regional laws, including:

- **Australia:** The Modern Slavery Act 2018 (Cth).
- **New Zealand:** New legislation enacted in 2024 requiring organisations with annual revenue over NZ\$20 million to report on modern slavery risks.

In Australia, entities with consolidated annual revenue exceeding AU\$100 million are required to report on the risks of modern slavery in their operations and supply chains. This requirement is part of Australia's pioneering efforts to enhance transparency and promote corporate accountability in addressing modern slavery.

The **Modern Slavery Act 2018 (Cth)** applies uniformly across all Australian states and territories and is a significant federal initiative. It complements, but differs from, the **Modern Slavery Act 2018 (NSW)**, which introduced a state-specific framework for New South Wales. Further refinement came with the **Modern Slavery Amendment Bill 2021 (NSW)**, which harmonised state and federal reporting requirements. Notably, the amendments encouraged state-owned entities to report under the federal Act, introduced the role of an Anti-Slavery Commissioner, and streamlined supply chain reporting processes to avoid duplication.

In **New Zealand**, the 2024 legislation mandates organisations with annual revenue exceeding NZ\$20 million to address modern slavery and worker exploitation risks, enhancing transparency and accountability within and beyond national borders. This legislation aligns with global efforts against modern slavery, incorporating stricter penalties for non-compliance and a broader scope that includes both domestic and international operations.

By voluntarily adhering to these legislative requirements across all regions where we operate, including those where our annual revenue does not meet the specified thresholds, **LPE** demonstrates a proactive and conscientious approach to corporate responsibility. Our commitment transcends legal obligations, reflecting our core values and the trust placed in us by our stakeholders worldwide.

Responsibilities

- **Executive Accountability:** Dr Tevita P. Topui, CEO, retains overarching responsibility for successfully implementing this policy across all jurisdictions where **LPE** operates. This includes ensuring the policy aligns with the Australian Modern Slavery Act 2018 (Cth), the New Zealand legislation enacted in 2024, and relevant regulations in the Asia Pacific and Southeast Asia regions.
- **Employee and Contractor Obligations:** All employees, contractors, and business partners must comply with this policy. **LPE** fosters a proactive culture of identifying, reporting, and addressing potential instances or risks of modern slavery. These obligations extend beyond our Australian and New Zealand operations to encompass our entire global network, underscoring our universal commitment to upholding human rights and dignity.

Actions and Commitments

- **Global Risk Assessment and Management:** We will expand our risk assessment processes to include a focused evaluation of modern slavery risks in every region we operate. Emphasis is placed on compliance with New Zealand's revenue threshold for reporting and addressing the unique challenges in the Asia Pacific and Southeast Asia markets.
- **Comprehensive Due Diligence Processes:** **LPE** will adapt its due diligence procedures to align with our internal policy and the varying legal requirements across our operational footprint. This includes meeting or exceeding the NZ\$20 million revenue reporting threshold established in New Zealand, regardless of local requirements.
- **Enhanced Training and Awareness Programs:** Tailored training modules will be developed to address the specific risks and legal landscapes of modern slavery in Australia, New Zealand, Asia Pacific, and Southeast Asia. These programs aim to empower employees with the knowledge and tools to identify and report potential risks effectively.
- **Robust Reporting Mechanisms and Remediation Strategies:** **LPE** will establish a multilingual, accessible reporting system for anonymous submissions of concerns or violations. This transparent framework will ensure rigorous investigation and remediation while protecting whistleblowers. The system will meet the highest standards of integrity and confidentiality.
- **Universal Supplier Code of Conduct:** All suppliers and contractors must adhere to **LPE's** Supplier Code of Conduct regardless of their operational region or revenue threshold. This code mandates compliance with modern slavery laws and reflects **LPE's** global commitment to eradicating modern slavery within its supply chains.

Remediation Processes

Our approach to remediation is rooted in accountability, transparency, and restoring dignity to

affected individuals. When a modern slavery incident is identified, **LPE** immediately ceases the violation. This is followed by a comprehensive assessment to support affected individuals, which may include:

- Financial compensation,
- Psychological support, and
- Facilitating their safe return to their home country if they were trafficked.

LPE collaborates closely with local authorities and NGOs to ensure the remediation process adheres to local laws and international human rights standards. Furthermore, lessons learned from each incident are integrated into our risk management strategies to fortify our defences against modern slavery.

Governance Structure

Establishing a dedicated task force within the Modern Slavery Compliance Committee reinforces the Governance Structure for **LPE's** Modern Slavery Policy. This task force includes members with expertise in:

- Human rights,
- Legal compliance, and
- Supply chain management.

Key responsibilities of this task force include:

- Regularly reviewing policies, procedures, and practices to ensure effectiveness and alignment with current laws and best practices.
- Organising annual training for committee members and relevant employees to maintain awareness and understanding of modern slavery issues.

This governance structure also facilitates active engagement with external stakeholders, including NGOs, industry bodies, and government agencies, to inform our strategies and enhance our responses to modern slavery risks.

Supply Chain Transparency

LPE is implementing a tiered supplier engagement program to achieve greater supply chain transparency. This program includes:

- Conducting in-depth audits of primary suppliers and requiring them to conduct similar audits on their suppliers,
- Documenting and reviewing results annually to identify areas for improvement and
- Publishing an Annual Supply Chain Transparency Report detailing findings, actions taken, and progress made.

In addition, **LPE** is committed to engaging suppliers in capacity-building initiatives to ensure they have the tools, knowledge, and resources to combat modern slavery within their operations. These initiatives reflect our dedication to fostering a transparent and accountable supply chain.

Partnerships and Collaborations

LPE actively engages with various stakeholders, including:

- **Industry Peers and Policymakers:** To advocate for stronger protections against modern slavery and enhance legislative frameworks.
- **Sector-Specific Initiatives:** Participating in industry-wide programs to develop standards and share best practices.

- **Research Projects:** Supporting and collaborating on research efforts to advance understanding of modern slavery and effective intervention strategies.

By sharing our experiences and learning from others, **LPE** aims to contribute to a collective impact that significantly advances the global fight against modern slavery. Our partnerships and collaborations strengthen our ability to implement effective and sustainable solutions.

Feedback and Grievance Mechanisms

LPE has developed enhanced feedback and grievance mechanisms that include:

- **Multiple Reporting Channels** include an anonymous online reporting tool, a dedicated hotline managed by an independent third party, and direct access to the **Modern Slavery Compliance Committee**.
- **Thorough Investigation:** All reports are rigorously investigated by a team of experts, and the findings are communicated directly to the CEO and the board of directors.
- **Feedback Loop:** Where permissible, we establish a feedback loop with reporters to communicate actions taken in response to their concerns.

LPE is committed to fostering a culture that encourages and protects speaking up. These mechanisms ensure continuous improvement in our efforts to combat modern slavery, aligning with our values of transparency and accountability.

Monitoring, Evaluation, and Continuous Improvement

LPE is committed to an ongoing process of monitoring, evaluation, and continuous improvement to ensure the effectiveness of our Modern Slavery Policy.

Our approach includes:

- **Global Audits and Supplier Assessments:**
Conduct regular, comprehensive audits of our operations and detailed assessments of suppliers across Australia, New Zealand, the Asia Pacific, and Southeast Asia. These audits evaluate adherence to modern slavery legislation and **LPE's** internal policies, with particular attention to areas identified as having elevated risks of modern slavery practices.
- **Cross-Region Policy Reviews:**
Implement a structured internal review process considering each region's unique legal and operational challenges. This ensures that our Modern Slavery Policy remains responsive to legislative changes, emerging risks, and global best practices.
- **Stakeholder Engagement:**
Engage regularly with local communities, NGOs, industry groups, and other stakeholders in various regions to gain insights and feedback on the effectiveness of our modern slavery initiatives. This collaborative approach informs our continuous improvement efforts and fosters partnerships in the fight against modern slavery.

Review and Reporting

- **Comprehensive Modern Slavery Statements:**
Prepare and publish a detailed **Modern Slavery Statement** annually, which exceeds the requirements of Australian and New Zealand legislation.

This statement will provide:

- Transparent accounts of our global efforts to identify, prevent, and mitigate modern slavery risks.

- Highlights progress, challenges encountered, and steps taken toward remediation and improvement.
- **Public Accessibility and Accountability:** Ensure the Modern Slavery Statement is easily accessible to all stakeholders, including the public, suppliers, employees, and regulatory bodies. This approach reinforces accountability and demonstrates **LPE's** unwavering commitment to transparency and ethical business practices.
- **Feedback Loop:** Establish mechanisms to receive and incorporate feedback on the Modern Slavery Statement from diverse stakeholders. These include employees, suppliers, partners, customers, and human rights organisations. This feedback is critical for guiding future updates to our policy and informing actionable improvements.

Acknowledgement

LPE acknowledges Australian Aboriginal and Torres Strait Islander peoples and the Indigenous peoples of all lands on which we can live and work. We pay our respects to ancestors and Elders, past and present, recognising their enduring connection to land, waters, and communities.

We are deeply committed to honouring the unique cultural and spiritual relationships that Aboriginal, Torres Strait Islander and all Indigenous peoples hold with the land, waters, and seas. We celebrate their rich contributions to society and acknowledge their strength, resilience, and heritage.

Additionally, we recognise that the sovereignty of the lands we work on was never ceded.

Statement by: **Chief Executive Officer, Dr Tevita P. Topui**

Conclusion

As we conclude our Modern Slavery Policy, **LPE** reaffirms its unwavering commitment to combating modern slavery and human trafficking across our operations and global supply chains.

Under Dr Tevita P. Topui's CEO's guidance, we recognise the profound responsibility we carry to uphold ethical business practices and protect human rights. Our comprehensive policy framework and dedicated efforts reflect our compliance with legal obligations and our deep commitment to social responsibility and corporate integrity.

We understand that the fight against modern slavery is ongoing and requires continuous vigilance, commitment, and collaboration. **LPE** pledges to remain proactive, responsive, and transparent in our endeavours, constantly seeking ways to strengthen our policies, engage with our stakeholders, and contribute to the global effort against modern slavery.

Through our collective action, diligence, and adherence to the principles outlined in this policy, we aim to foster an ethical, sustainable, and just business environment. Our legacy will be defined by our positive impact on the world and the lives we touch.

Approval and Review

Date of Last Approval: Tuesday, 9 April 2024

Date of Latest Approval: Monday, 24 March 2025

This Modern Slavery Statement was **approved by the Board of Directors of Lateral Plains Events Pty Ltd on 9 January 2025**, pursuant to **section 13 of the Modern Slavery Act 2018 (Cth)**.

Signed: 

Dr. Tevita P. Topui

Chief Executive Officer & Managing Director

Lateral Plains Events Pty Ltd

Contact Information:

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We are committed to fostering an environment of transparency and accountability. If you contact us, you can expect a respectful and prompt response. We are committed to continuous improvement and welcome your insights and experiences as valuable contributions to our efforts in combating modern slavery.

Lateral Plains Events - Victorian Headquarters

120 Albert Street, Ballarat Central, Victoria 3350

Situated at Ballarat Technology Park Central, in the heart of Ballarat's CBD, on the land of the Wadawurrung People.

Lateral Plains Events - New South Wales Headquarters

1 Lorne Avenue, Kensington, NSW 2033

It is in the UNSW precinct of Kensington, on the land of the Bidjigal and Gadigal peoples of the Eora Nation.

Lateral Plains Events - Western Australia Headquarters

Level 1, 284 Fitzgerald Street, North Perth, WA 6006

It is located on the land of the Whadjuk People of the Noongar Nation.

This policy represents our unwavering commitment to combating modern slavery in every facet of our business. Through continuous improvement, stringent compliance, and collaborative efforts, Lateral Plains Events Pty Ltd (LPE) aims to lead by example in the global fight against modern slavery.

