



EVENT

MODERN  
SLAVERY  
STATEMENT

YEAR ENDED 30 JUNE 2021

EVENT HOSPITALITY & ENTERTAINMENT LIMITED  
ABN 51 000 005 103

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# INTRODUCTION

This Modern Slavery Statement is made on behalf of Event Hospitality & Entertainment Limited (“EVENT” or the “Group”) and the reporting entities listed below:

- The Greater Union Organisation Pty Limited;
- Birch, Carroll & Coyle Limited;
- Rydges Hotels Limited; and
- QT Hotels and Resorts Pty Limited.

This is our second Modern Slavery Statement, which outlines the steps we have taken during the reporting year ended 30 June 2021 to continue to understand and address the modern slavery risks in our operations and supply chain.

With our second Modern Slavery Statement, we endeavour to continue working and improving our processes to ensure that we help eliminate modern slavery where possible.

EVENT opposes slavery in all its forms and the impacts it can have within the community.

EVENT’s human rights strategy is underpinned by our purpose: to make the day better for ourselves, our customers, our team and our community. We are constantly considering new and better ways to achieve this purpose.

We recognise that the decisions we make within the Group and how we choose to provide our experiences to customers can impact the livelihoods of people and communities in which we operate. We appreciate that we have a responsibility and opportunity to help eliminate modern slavery through our own actions and by working with our suppliers.

We understand the importance of responsible procurement and ensuring that environmental, social and ethical considerations are front of mind when making procurement decisions and as such, we endeavour to interact with suppliers that also share that common understanding.

# ACTIONS TAKEN

For our first report, we conducted a high-level initial assessment of the modern slavery risks in our supply chains and began to develop a roadmap to enhance our modern slavery risk management framework. For this second report, we focused our risk assessment and actions on our Australia and New Zealand operations. We considered the risk profile of our German cinema operation and determined that it was consistent with our Australian and New Zealand cinema operations.

For our second report, we have:

- Continued to apply our **Supplier Code of Conduct** that ensures the minimum ethical business standards EVENT expects from our suppliers.
- Continued to apply our **Procurement Policy** that standardises purchasing practices across the Group through a set of approved principles and processes.
- Embedded our **formal risk management framework** for monitoring and managing material risks associated with modern slavery in the Group's operations and supply chains.
- Developed a **Human Rights Policy** which provides and sets out EVENT's approach to human rights matters and minimum standards.
- Assessed the benefits of becoming a member of **Sedex** which provides information, tools and services to manage risk and drive responsible business in global supply chains.
- Procured a **modern slavery online training module** that will be undertaken by senior managers across EVENT as part of its biannual legal compliance training. This training is due to be rolled out by March 2022.
- Implemented a new **Business Spend Management System (Coupa)** to provide enhanced visibility across EVENT's operational spend with primary Tier 1 suppliers.

# ORGANISATIONAL STRUCTURE AND OPERATIONS

EVENT is a leading entertainment, hospitality and leisure company. Founded in 1910 and headquartered in Sydney, EVENT is at the forefront of the experience economy and delivers millions of experiences annually. The operations have been impacted by COVID-19 restrictions and lockdowns, however EVENT prides itself on being agile so we can operate safely whilst continuing to deliver the experiences to our customers.

EVENT owns the largest cinema circuits in Australia, New Zealand and Germany under the brands Event Cinemas, Birch Carroll and Coyle, CineStar, Greater Union and Moonlight Cinema. EVENT also own and/or operate more than 60 hotels including Rydges Hotels and Resorts, QT Hotels and Resorts, Atura Hotels, JUCY Snooze and independently branded properties under the Independent Collection by EVENT.

In the leisure space, EVENT operate Australia’s number one ski resort, Thredbo Alpine Resort and one of Australia’s oldest theatres, the State Theatre. The Company also owns a substantial property portfolio valued at approximately \$2bn.

EVENT is committed to protecting and giving back to the communities in which it operates through a focus on sustainability, fundraising and diversity.

EVENT is a public company listed on the Australian Securities Exchange with over 100 subsidiaries based in Australia, New Zealand and Germany. Further details for the entities in the EVENT Group are disclosed in the [2021 Annual Report](#).



# MODERN SLAVERY RISKS IN OUR OPERATIONS

EVENT's employee numbers vary significantly due to the seasonality of some divisions within our company but also that we are a highly consumer driven business which has meant that during the COVID-19 pandemic, we have had to alter our workforce in order to comply with Government mandated lockdowns and closures of our businesses for extended periods.

As at 30 September 2021, we had a total of approximately **6,000 employees** across Australia (approximately 4,000), New Zealand (approximately 1,000) and Germany (approximately 1,000).

In **Australia**, the Group's employees include casuals, part time and full time employees. Our employees are engaged by common law contracts, Modern Awards or Enterprise Agreements depending on what division of the Group they work and subject to their individual position. Although we do have employees, particularly in our cinemas, who may be under 18, their roles are limited to customer service and other low-risk activities.

We work closely with our joint venture partners by way of regular meetings and communications to ensure that compliance with employment law and regulations is appropriately managed.

In **New Zealand**, the Group has both part time and full time employees, whilst in **Germany**, the Group has both temporary and permanent employees.

We have again completed a review and composition of our workforce, including the controls implemented to manage compliance with employment law and regulations (including, in Australia, compliance with Modern Awards and Enterprise Agreements), and consider that the risk of modern slavery in our operations is low. The risk of modern slavery in our supply chains is considered on the following pages.

# CASE STUDY - EMPLOYMENT OF YOUNG PEOPLE IN CINEMAS

EVENT's Australian cinema operation employees include young people, many of whom are working for the first time, and are juggling their studies, family commitments, social lives and other activities.

In EVENT's view, cinema provides a fantastic first job for any teenager and many of our young employees started in a casual weekend role and then developed it into a career with EVENT, progressing into senior management positions.

EVENT recognises the particular care that needs to be taken when employing young people. Initiatives include:

- Recruitment processes that provide a safe and welcoming environment for young people attending their first interview, and involve more than one member of the cinema management team to minimise the risk of bias and discrimination.
- Engaging with employee's parents or guardians as part of our recruitment and induction process to ensure understanding and transparency of EVENT's expectations of its people.
- Applying best practice rostering practices, including not rostering younger employees for late evening shifts when they have school the following day, and not rostering for more than their desired number of shifts.
- Managing rosters around employee availability.
- Encouraging young employees to take leave during critical exam periods.
- Providing a safe work environment with training including on-site induction and online work, health and safety courses.
- Building engagement through EVENT's 'ELEVATE' program and tools such as Workplace by Facebook.
- Offering a free Employee Assistance Program to all employees.

EVENT provides a career path for employees, including young employees, that embody our values of empowerment, possibilities and community, and demonstrates passion for our businesses. Training programs are designed to assist employees in developing the skills required as they progress their career, and EVENT seeks to promote internally where possible, including into other divisions or corporate roles.

# MODERN SLAVERY RISKS IN OUR SUPPLY CHAIN

EVENT works with approximately 7,500 suppliers across its operating divisions in Australia and New Zealand.

Key supplier categories include the following:



Food & Beverage



Utilities



Property & Facilities



Information Technology



Film Hire



Professional Services



Sales & Marketing



Consumables & Print Media



Travel

EVENT's supply chain is diverse, complex, and geographically widespread. It encompasses a broad spectrum of very large global companies (for example, major Hollywood film studios), large local companies (for example, our cinema landlords; design and build firms), and local family businesses (for example, food and beverage suppliers; property services suppliers).

Our Group Procurement Team has recently been formed and initially is focused on purchasing goods and services within the Food & Beverage, Information Technology, Facilities, and Consumables & Print Media categories. Whilst our operating divisions directly manage purchasing decisions in the corporate spend categories, which includes Utilities, Travel and Sales & Marketing, Film Hire and Property, contracts will transition to be overseen by the Procurement Team. Coupa, EVENT's new Business Spend Management System, is currently being rolled out to our operating divisions and will provide enhanced visibility to our Tier 1 supplier spend, which will assist in centralizing our procurement activities.



# MODERN SLAVERY RISKS IN OUR SUPPLY CHAIN (CONTINUED)

For this reporting year, EVENT evaluated our spend across approximately 7,500 primary Tier 1 Suppliers. These suppliers' range in size from large public and private businesses based in Australia and abroad to small local family run businesses. Of these suppliers, 25 reside in countries that rank as moderate on the Walk Free Global Slavery Index (GSI). Only one of our suppliers, an IT services provider is based in a country (Malaysia) considered a high risk on the GSI.

GSI Risk	Country	Supplier Count	Percentage of Spend
Low	Australia	5533	77.5%
	New Zealand	1769	7.3%
	United States	99	11.6%
	United Kingdom	39	<0.1%
	European Union <sup>1</sup>	35	2.7%
	Other <sup>2</sup>	24	0.5%
Moderate	China	15	0.3%
	Singapore	6	<0.1%
	Israel	1	<0.1%
	Latvia	1	<0.1%
	India	1	<0.1%
	Cyprus	1	<0.1%
High	Malaysia	1	<0.1%

<sup>1</sup> Includes: Ireland, The Netherlands, Germany, Austria, France, Sweden & Spain

<sup>2</sup> Includes: Switzerland, Norway, UAE, Canada, South Korea, Taiwan, Brazil, Japan & Argentina

While EVENT and our suppliers operate primarily in lower risk countries, we have initially identified the following areas as carrying a higher potential risk of modern slavery:

Industry Risks
Cleaning
Hospitality
Food & Agriculture
Construction
Information & Communications Technology
Electronics
Textiles
Manufacturing
Forestry
Shipping & Transport

Product & Services Risks	
Cleaning Services*	Grains
Produce	Flatware & Glassware
Coffee	Electronics
Construction Materials	Merchandise
Fish	Textiles
Carpets & Flooring	Packaging
Linen	Consumables
Furniture	Stationary
Garments	Amenities
IT/Programing Services*	Window Coverings
Maintenance*	Edible Oils

**Note:** Products & services marked with an asterisk (\*) may be outsourced.

# OUR GOVERNANCE FRAMEWORK

EVENT's [2021 Corporate Governance Statement](#) sets out the key corporate governance principles adopted by the Board in governing the Group.

EVENT has a robust corporate governance framework in place, with the Board overseeing the Group's risk management framework, including in respect of modern slavery risks, through the Audit and Risk Committee.



The EVENT Board has established a formal risk management framework for monitoring and managing material risks, including any material risks associated with modern slavery in the Group's operations and supply chains.

The Group applies a 'three lines of defence' methodology to risk management, and in relation to Modern Slavery risks, where it identifies higher levels of risk associated with a relevant supplier. Our methodology is illustrated as follows:

1 <sup>ST</sup> LINE	2 <sup>ND</sup> LINE	3 <sup>RD</sup> LINE
<p>Management controls and internal control measures</p>	<p>Internal risk management specialist support</p>	<p>Independent assurance activities</p>
<p>For example, supplier due diligence conducted by the Group Procurement team</p>	<p>For example, supplier surveys conducted by the Group Procurement team or utilising 3<sup>rd</sup> party auditor</p>	<p>For example, independent 3<sup>rd</sup> party audits of identified higher risk suppliers</p>

# RISK MANAGEMENT AND DUE DILIGENCE

Our governance framework for managing modern slavery risks includes the following Group level policies, which are approved by the Board:

Code of Ethics & Business Conduct	Provides standards of behaviour and corporate conduct which are expected to be applied within EVENT and its operations.
Whistleblowing Protection Policy	Provides a mechanism for all current and former employees, associates, and suppliers to anonymously report unethical or illegal concerns, including in relation to modern slavery.
Procurement Policy	Outlines EVENT's approved principles and processes for the procurement of goods and services from suppliers. Ensures the Group obtains value for money from suppliers, while also upholding ethical procurement standards.
Supplier Code of Conduct	Outlines the minimum ethical business standards that EVENT expects our suppliers and their employees & contractors to uphold in relation to compliance with laws, bribery & corruption, labour & human rights, modern slavery, health & safety, diversity & equality, and environmental sustainability.
Human Rights Policy	Communicates EVENT's commitment to human rights issues and addressing the human rights impact of our business.

Our standard contractual terms include a requirement to comply with these policies, however, we plan to further strengthen our modern slavery governance by embedding all or portions of these policies into our contracts and supply agreements in the future.

Our membership of Sedex will enable us to provide better visibility to the modern slavery risk of our contracted Tier 1 suppliers.

# REPORTING AND MEASURING EFFECTIVENESS

EVENT's [Whistleblowing Protection Policy](#) provides a mechanism for the escalation of any concerns or grievances, including in relation to modern slavery. The policy is available on EVENT's website and reports may be made by employees, associates, and suppliers.

Reports received under the Group's Whistleblowing Protection Policy are reported to the Board, including the results of any investigation and actions taken in response to the investigation.

During the year ended 30 June 2021, no whistleblowing reports were received which alleged or related to instances of modern slavery. Any future claims will be managed in accordance with our established governance framework to ensure suitable action is taken to address and that the proper authorities are notified.

# LOOKING FORWARD

Continuous improvement is a critical part of EVENT's risk management framework. With that in mind, the Group has developed a modern slavery risk management roadmap to enhance its risk management activities in this area.

Planned activities for the year ended 30 June 2022 include:

- initiating a more rigorous supplier due diligence process, including the following actions to better measure the effectiveness of our modern slavery risk management framework:
  - continuing to embed all or portions of our Group level policies into our future contracts and supply agreements;
  - becoming a member of Sedex and utilising their supplier self-reporting tools to evaluate the modern slavery risks and control measures of our contracted Tier 1 suppliers; and
- completion of an employee training program to raise awareness of modern slavery risk across the Group.

Activities planned for future years include:

- continue to work with key stakeholders across our industries to develop a coordinated response to modern slavery risk;
- reviewing of Tier 1 suppliers to identify modern slavery risk and consider appropriate actions in response;
- continuing to build strong, long-term relationships with key suppliers;
- an enhanced independent assurance program, including Internal Audit and external assurance, including in respect of key suppliers with an identified modern slavery risk factor; and
- development of a modern slavery effectiveness reporting framework and key performance indicators (KPIs), against which the performance of the Group can be measured and reported on.

# CONSULTATION AND APPROVAL

This Statement is made pursuant to section 14 of the Australian Modern Slavery Act 2018 (Cth). It covers the reporting year ended 30 June 2021 and is a joint statement on behalf of Event Hospitality & Entertainment Limited and our named reporting entities.

In preparing this modern slavery statement, consultation was undertaken with representatives from EVENT's Group Finance, Head of Operational Divisions, Legal, Procurement, and Risk functions who have oversight of the reporting entities and their controlled entities. The statement was circulated to the Directors of each reporting entity prior to being reviewed and approved by the Board of Event Hospitality & Entertainment Limited on 8 December 2021.



Jane Hastings, CEO  
Event Hospitality & Entertainment Limited

# EVENT

HOSPITALITY & ENTERTAINMENT

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