

Contents

Introduction	2
Actions taken	3
Strategy, structure and operations	4
Modern slavery risks in our operations	5
Modern slavery risks in our supply chain	6
Our governance framework	9
Risk management and due diligence	10
Reporting and measuring effectiveness	11
Looking forward	12
Consultation and approval	13

Introduction

This Modern Slavery Statement is made on behalf of EVT Limited (“EVT” 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 Limited.

This is EVT’s fifth Modern Slavery Statement, which outlines the steps we have taken during the reporting year ended 30 June 2025 to continue to understand and address the modern slavery risks in our operations and supply chain.

In this fifth Modern Slavery Statement, we continued working and improving our processes to ensure that we help eliminate modern slavery where possible.

Modern slavery can have a significant impact within any community, and EVT opposes slavery in all its forms, which is why we endeavour to use reputable suppliers.

EVT’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 EVT 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 reputable suppliers.

Responsible procurement is vital and we understand the importance of ensuring that environmental, social and ethical considerations are taken into account when making procurement decisions and, as such, we endeavour to interact with suppliers that also share that common understanding.

Actions taken

For our fifth report, we:

- Continued to roll out a Modern Slavery awareness eLearning training module for new leaders within the Group that may have been employed at the time it was issued previously.
- Continued to apply our Supplier Code of Conduct and our Procurement Policy.
- Continued onboarding suppliers to the Sedex platform and reviewed Self-Assessment Questionnaires (SAQs) completed by suppliers to identify potential modern slavery risks in our supply chain.
- Reviewed opportunities for further enhancements to our modern slavery risk management framework.

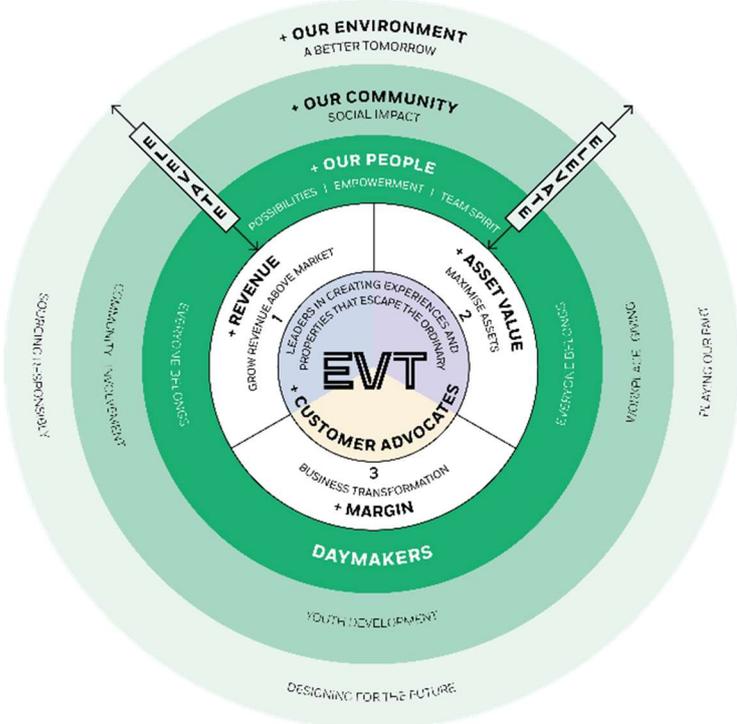
Strategy, structure and operations

The Group’s business is comprised of:

- Entertainment – including cinema operations in Australia, New Zealand and Germany, restaurants, bars and wellness offerings such as spas and golf courses.
- Ventures – including the management and development of the Group’s property portfolio, valued at around \$2.3 billion, hotel management solutions, joint venture partnerships, and business customers for media and entertainment technology.
- Travel – including the Group’s hotel operations, from luxury to budget accommodation, and Thredbo Alpine Resort for year-round recreation and adventure activities.

The Group’s values of empowerment, possibilities and community enable it to drive positive employee engagement and fulfil its purpose, which is to be leaders in creating experiences that escape the ordinary. Measuring and improving customer sentiment, having a positive social impact in the communities in which the Group operates, and creating a better tomorrow through environmental sustainability initiatives are at the core of how the Group operates and creates value for its stakeholders.

The Group’s strategy is visually represented below:



EVT 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 EVT Group are disclosed in the 2025 Annual Report.

More information regarding EVT is available at www.evt.com.

Modern slavery risks in our operations

EVT's employee numbers vary significantly throughout the year due to the seasonality of some divisions within the EVT Group.

As of 30 June 2025, we had a total of approximately 11,000 employees across Australia (approximately 8,000), New Zealand (approximately 1,600) and Germany (approximately 1,400).

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

In Australia, EVT's employees can be engaged in any of the following employment types: full-time, part-time or casual work. Our employees are engaged under common law contracts, Modern Awards or Enterprise Agreements depending on what division within EVT they work. The majority of our younger workers (e.g. under 18 years of age) work in our Cinema businesses but their roles are limited to customer service and other low-risk activities.

In New Zealand, the Group has both part-time and full-time employees and engage employees under either Collective Agreements or Individual Agreements. Our operation in Germany engages both temporary and permanent employees under applicable German employment laws.

EVT regularly reviews the composition of its workforce, including the controls implemented to manage compliance with employment laws and regulations. We consider that the risk of modern slavery in our operations is low. Specific assessments of EVT's supply chains are considered on the following pages.

Modern slavery risks in our supply chain

EVT works with approximately 5,000 suppliers across its operating divisions in Australia and New Zealand.

Key supplier categories include the following:

1. Food & Beverage
2. Information Technology
3. Property & Facilities
4. Consumables
5. Print Media
6. Film Hire, Utilities
7. Professional Services
8. Sales & Marketing
9. Travel

EVT'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 currently focused primarily on purchasing goods and services within categories 1-5. Whilst our operating divisions directly manage purchasing decisions in the corporate spend categories, which include categories 6-9, contracts will transition to be overseen by the Procurement Team.

Coupa, EVT's Business Spend Management System, has been rolled out to our operating divisions and provides enhanced visibility to our Tier 1 supplier spend, allowing for the consolidation of suppliers and their related entities. EVT plans to continue leveraging Coupa to assist in centralising our procurement activities. As a Buyer Member of Sedex, EVT has also begun to embed supplier Sedex membership and self-reporting requirements into our Group procurement process. Moving forward, we plan to leverage Sedex to evaluate the modern slavery risks and control measures of our contracted Tier 1 suppliers.

For this reporting year, EVT evaluated our spend across approximately 5,000 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, nine reside in a country (South Korea, China, Israel, Estonia) that is ranked as moderate for prevalence of modern slavery in the Walk Free 2023 Global Slavery Index (GSI). Only four suppliers are based in a country (United Arab Emirates, Indonesia, India) considered a high risk on the GSI. The four vendors are service providers in the following industries:

- Software
- Exhibition Design & Contracting
- Corporate Travel Management
- Hotel Alliance Program

Modern slavery risks in our supply chain (continued)

GSI Risk	Country	Supplier Count	Percentage of Spend
Low	Australia	3,748	82.1%
	New Zealand	1,025	13.2%
	European Union ¹	39	2.0%
	United States	91	1.1%
	Switzerland	4	0.6%
	Hong Kong	5	0.2%
	Singapore	19	0.2%
	United Kingdom	37	0.2%
	Norway	2	0.1%
	Canada	10	<0.1%
	Japan	1	<0.1%
Moderate	South Korea	1	0.2%
	China ²	6	0.1%
	Israel	1	<0.1%
	Estonia	1	<0.1%
High	United Arab Emirates	2	0.1%
	Indonesia	1	<0.1%
	India	1	<0.1%

¹ Includes: Netherlands, Ireland, Austria, France, Spain, Germany, Sweden, Belgium, Italy, Finland.

² Includes: Macau

Modern slavery risks in our supply chain (continued)

While EVT and our suppliers operate primarily in lower risk countries, we have identified the following areas as carrying a higher potential risk of modern slavery. Enhanced due diligence is applied when dealing with suppliers in these categories:

Industry Risks	Product & Services Risks	
Cleaning Hospitality Food & agriculture Construction Information & Communications Technology Electronics Textiles Manufacturing Forestry Shipping & transport	Cleaning services* Produce Coffee Construction materials Fish Carpets & flooring Linen Furniture Garments IT/programming services Maintenance*	Grains Flatware & glassware Electronics Merchandise Textiles Packaging Consumables Stationary Amenities Window coverings Edible oils

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

Our governance framework

EVT’s [2025 Corporate Governance Statement](#) sets out the key corporate governance principles adopted by the EVT Board in governing the Group.

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



The 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, including in respect of modern slavery risks, where it identifies higher levels of risk associated with a relevant supplier. This methodology is illustrated as follows:

1 st Line	2 nd Line	3 rd Line
<p>Management controls and internal control measures</p> <p>For example, supplier due diligence conducted by the Group Procurement Team</p>	<p>Internal risk management specialist support</p> <p>For example, supplier surveys conducted by the Group Procurement Team</p>	<p>Independent assurance activities</p> <p>For example, independent external audits of identified higher risk suppliers</p>

Risk management and due diligence

Our governance framework for managing modern slavery risks includes the following Group 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 EVT and its operations.
Whistleblower 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 EVT’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 EVT expects our suppliers and their employees and contractors to uphold in relation to compliance with laws, bribery and corruption, labour & human rights, modern slavery, health and safety, diversity and equality, and environmental sustainability.
Human Rights Policy	Communicates EVT’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, and we have further strengthened our modern slavery governance by embedding supplier Sedex membership and Self-Assessment Questionnaire (SAQ) requirements into our contracts and supply agreements.

During the reporting year, we successfully rolled out a Modern Slavery awareness eLearning training module for leaders within the Group.

Reporting and measuring effectiveness

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

Reports received under the Group's Whistleblower 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 2025, 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 EVT's risk management framework. With that in mind, the Group has a modern slavery risk management roadmap to enhance its risk management activities in this area.

Activities planned for future years include:

- continuing to work with key stakeholders across our industries to develop a coordinated response to modern slavery risk;
- continuing to onboard material contracted Tier 1 suppliers to Sedex 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 with respect to 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.

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 2025 and is a joint statement on behalf of EVT Limited and our named reporting entities.

In preparing this modern slavery statement, consultation was undertaken with representatives from EVT'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 EVT Limited on 10 December 2025.



**Jane Hastings, CEO
EVT Limited**