



Modern Slavery Statement 2025

Introduction

This Modern Slavery Statement is for the purposes of the Modern Slavery Act 2018 (Cth) (the Act), in relation to the operations of Viva Leisure Limited (ABN 76 607 079 792), a publicly listed company incorporated in Australia, whose registered office is situated at DKS No 2, North Building, Level 3, 23 Challis Street, Dickson ACT 2602 (hereafter referred to as we, our, or Viva Leisure).

As a reporting entity under the Act, Viva Leisure recognises its responsibility to take meaningful steps towards eliminating the risks of modern slavery within its operations and supply chains. This Statement reflects our ongoing commitment to responsible business practices and to safeguarding the rights and wellbeing of people connected to our business.

Now in its second year of reporting, Viva Leisure's Modern Slavery Statement outlines the actions undertaken to identify, assess, and address modern slavery risks across our operations and supply chains during the reporting period 1 July 2024 to 30 June 2025.



Modern slavery

Under the Act, modern slavery refers to serious forms of exploitation and includes conduct that would constitute:

- offences under Division 270 (slavery and slavery-like practices) or Division 271 (trafficking in persons) of the Criminal Code Act 1995 (Cth);
- trafficking in persons as defined in Article 3 of the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (the Palermo Protocol); and
- the worst forms of child labour as defined in Article 3 of the ILO Convention No. 182.

Modern slavery describes situations where coercion, threats, or deception are used to exploit people and undermine their freedom. Examples include:

- human trafficking;
- slavery and servitude;
- forced labour;
- debt bondage;
- forced marriage; and
- the worst forms of child labour.

Viva Leisure strictly prohibits modern slavery practices within its operations and supply chains. We are committed to operating responsibly and to upholding the highest ethical standards, with a zero-tolerance approach to all forms of modern slavery.



An Overview

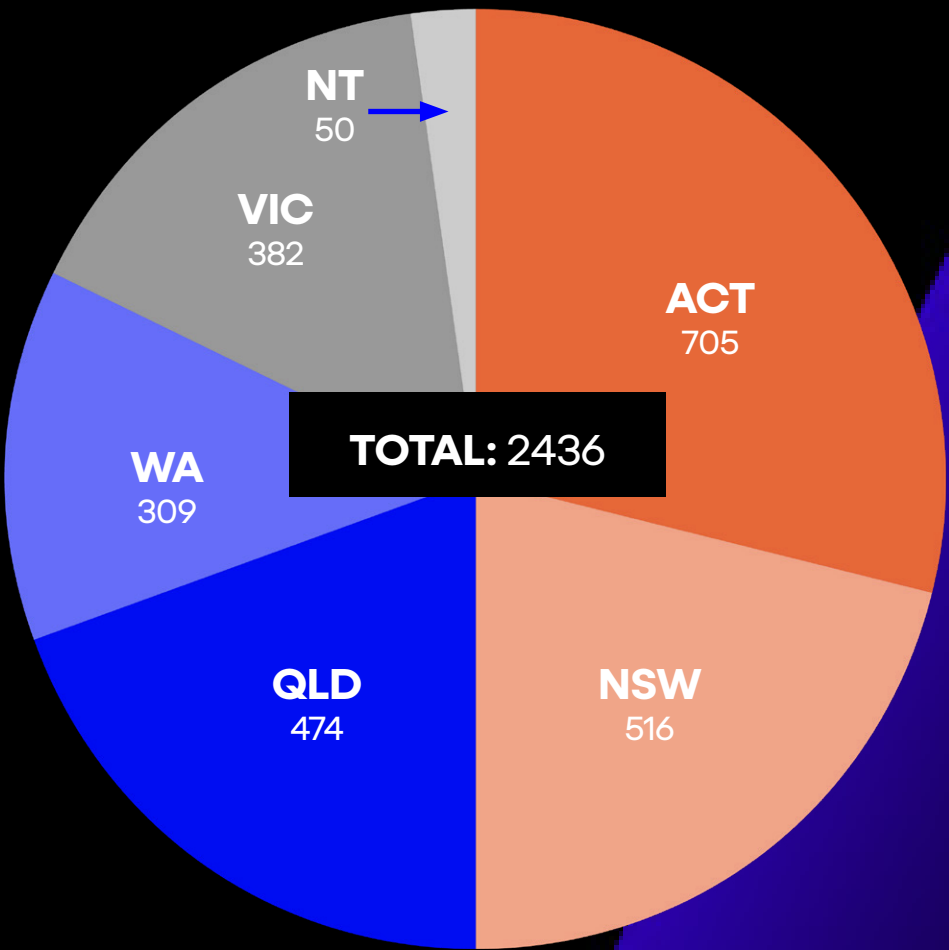
Viva Leisure is Australia’s second-largest fitness network and the only listed health club business on the ASX. With a mission to connect more people to healthier lifestyles, Viva operates a portfolio of brands across multiple fitness categories, offering premium, boutique, flexible, and affordable fitness options.

Since listing in 2019 with just 29 locations, Viva has expanded rapidly to become a diversified health, fitness, and technology business. Today, the Company operates more than 480 locations across Australia, New Zealand, and India, servicing over 600,000 members.

Viva Leisure’s growth is driven by a multi-brand portfolio strategy that meets the needs of every fitness market segment. Our Brands include:

- **Club Lime**
 - Australia’s largest non-franchised health club brand, with over 130 corporate-owned locations across six states and territories.
- **Plus Fitness**
 - More than 200 franchised locations across Australia, New Zealand, and India, with international expansion underway into the United Kingdom, Singapore, Hong Kong, and the Philippines.
 - Viva also operates 33 corporate-owned Plus Fitness clubs directly.
- **Premium and Boutique Brands**
 - Including GROUNDUP, hiit republic, Psytle Life and Rebalance Pilates & Yoga.

Viva holds a 34% stake in Boutique Fitness Studios, the master franchisee for Club Pilates, Rumble, Stretch Lab, and CycleBar (62 operating sites with 57 more secured), and a 25% stake in *World Gym Australia* (50+ locations nationally), with pathways to full ownership.



Brand	Country	Open Locations	Additional Secured Locations	Total (Open + Sold)
Club Lime	Australia	131	7	138
Hiit Republic	Australia	18	-	18
Groundup & Rebalance Pilates	Australia	17	-	17
Plus Fitness ¹	Australia	199	40	239
	New Zealand	2	-	2
	India	10	1	11
	United Kingdom	-	-	-
	Singapore	-	5	5
	Phillippines	-	-	-
	Hong Kong	-	-	-
BFS ²	Australia	62	105	167
World Gym ³	Australia	52	14	66
Total		491	172	663

Supply chain details

Viva Leisure’s supply chain remains relatively concentrated compared with large-scale retailers or manufacturers, reflecting the nature of our operations in the health, fitness and leisure sector.

As at 30 June 2025, Viva Leisure engaged 52 suppliers that met our reporting thresholds (being international suppliers or those with contracts exceeding \$100,000). Of these, 46 suppliers (88%) completed assessments through our iPRO supplier compliance platform, while 4 suppliers are yet to commence their assessment and 2 have been classified as non-responsive due to incomplete assessments. The majority of suppliers were categorised as either medium risk with partial controls in place (23 suppliers) or low risk (23 suppliers across both adequate and no inherent risk categories).

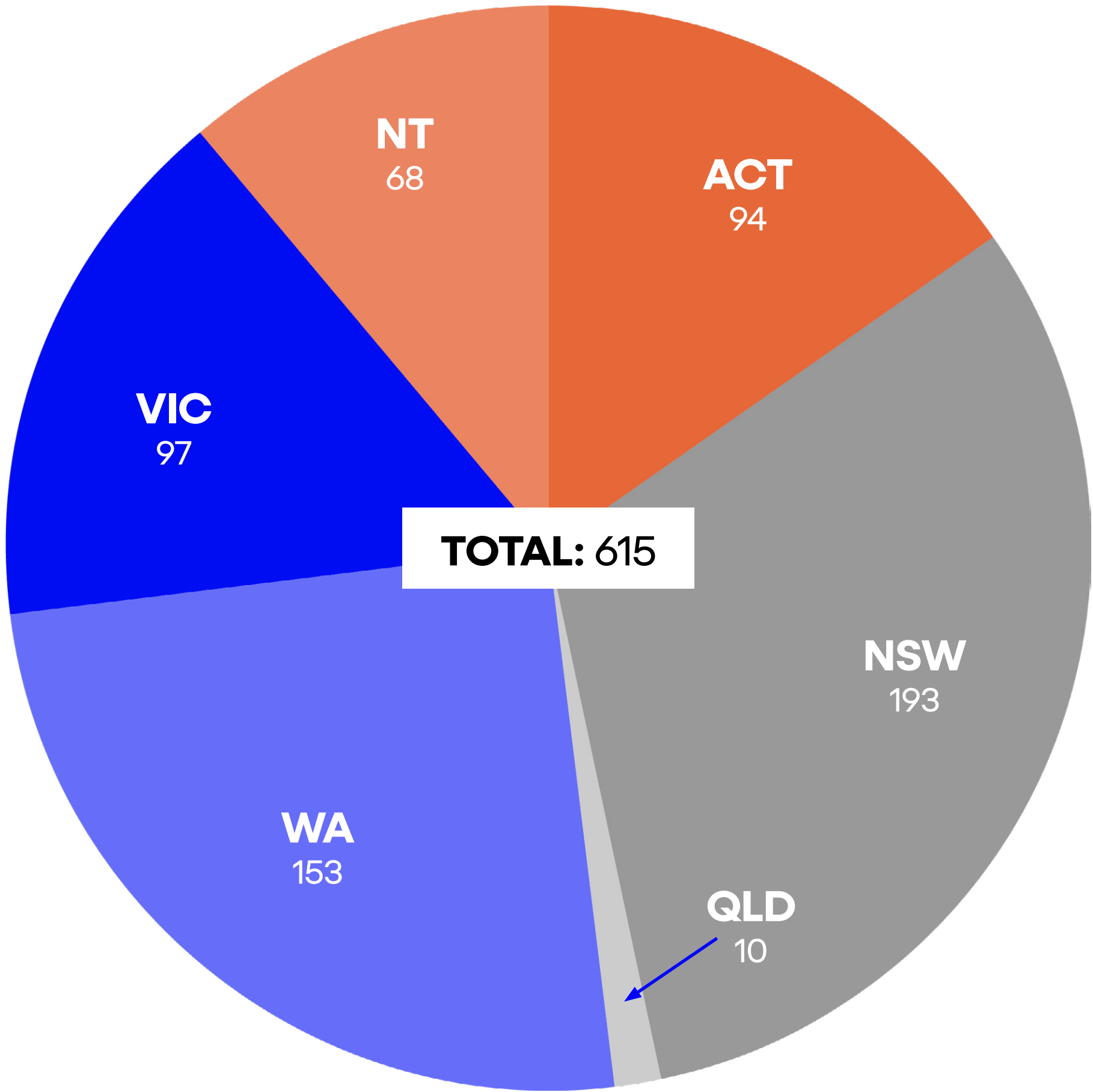
Geographic distribution of our supply chain shows that the majority of suppliers are based in Australia (40 suppliers). International suppliers are concentrated in China (6), the United States (4) and the United Kingdom (3), with additional suppliers in Hong Kong, the Philippines, New Zealand and Malaysia (2 each), and single suppliers spread across a diverse range of countries including India, Germany, Spain, Italy, Mexico, and Kenya. This mix demonstrates both the domestic focus of our supply chain and the importance of certain international suppliers, particularly in textiles, technology, and fitness equipment.

Supplier self-reporting through iPRO highlights that only a small minority of suppliers have formalised policies or training programs relating to modern slavery (1 supplier each reporting the existence of policies and training). This represents an area for improvement and ongoing engagement in future reporting periods.

The nature of goods and services procured through these suppliers reflects the Group’s operational priorities, with key categories being:

- Facility construction and fit-out services (including major gym development and refurbishment);
- Equipment and technology (gym equipment, software, payment and member management systems);
- Textile procurement (uniforms, branded apparel and merchandise);
- Cleaning and maintenance services for our clubs; and
- Professional and advisory services supporting governance, investment and compliance.

In addition to these suppliers, Viva Leisure also engages a significant number of contractors within Australia, including personal trainers, exercise physiologists and wellness practitioners. These workers form an important part of our operating model, and contractor engagement continues to be closely monitored alongside supplier relationships.



Risks of modern slavery

Viva Leisure acknowledges that it faces a risk of modern slavery within its operations and supply chain. However, consistent with our prior assessments, we consider this risk to be low.

In the 2025 reporting period, Viva Leisure strengthened its approach to supplier due diligence by extending the use of the iPRO supplier compliance platform. Through this process, 52 suppliers were assessed against modern slavery risks, with 46 (88%) completing detailed questionnaires. This represents an improvement in engagement compared with the prior year (80% completion). The average inherent risk score across our assessed suppliers was 35.3/100, with an unmitigated risk score of 26.1/100, providing a more detailed, measurable picture of risk exposure across our supply chain.

Through this process, Viva Leisure has identified the following areas of risk:

Risk Area	Comments
Global supply chain	While the majority of our suppliers continue to be based in Australia, international suppliers are spread across China, the United States, the United Kingdom and other regions. These jurisdictions may not have governance frameworks as stringent as Australia's, presenting increased risks.
Suppliers' awareness of modern slavery	A small number of suppliers have formal policies or training in place, indicating that further education and engagement is needed across our supply base.
Verification challenges	Although suppliers self-report through the iPRO platform, it remains difficult to independently verify all information, particularly for international suppliers.
Industry exposure	Our suppliers operate across industries such as construction, textiles, IT, and cleaning services — sectors which have recognised higher prevalence of modern slavery incidents globally.
Internal awareness	Viva Leisure has taken steps to increase awareness by rolling out training to key internal stakeholders during the reporting period. This represents a significant step forward compared with previous years.

While risks remain, the introduction of quantitative risk scoring, improved supplier completion rates, and internal training initiatives demonstrates our commitment to enhancing oversight year-on-year. Viva Leisure will continue to expand supplier engagement, encourage policy development, and strengthen staff capability to ensure that modern slavery risks are identified and managed effectively.

Actions taken

Viva Leisure has identified the following controls and initiatives that are in place to mitigate the risks of modern slavery within our operations and supply chain:

Control	Comments (2025 Updates)
Suppliers to undertake a Modern Slavery Questionnaire	All suppliers meeting threshold requirements are required to complete the questionnaire via the iPRO platform. In 2025, 88% of suppliers completed their assessment, an improvement on 2024. This process provides risk ratings aligned to the Modern Slavery Act.
Annual re-submission of supplier questionnaires	Suppliers are required to resubmit questionnaires every 12 months. This ensures transparency and captures any changes in supplier practices year-on-year. Assessments are reviewed by the Audit and Risk Committee.
Assessment of suppliers and Board reporting	Supplier risk ratings are reviewed by the Audit and Risk Committee, with outcomes reported monthly to the Board. Non-compliant suppliers may be discontinued, in line with our zero-tolerance approach.
High-risk sector due diligence (construction & manufacturing)	Construction and manufacturing contractors are required to complete pre-qualification audits through Linksafe. These audits include adherence to Modern Slavery requirements and risk assessments.
Modern Slavery Policy & Training	A Modern Slavery Policy remains mandatory for all staff. Training has been rolled out to key stakeholders during 2025, and the policy is included in staff induction to ensure ongoing awareness across the workforce.

Highlights of action taken in 2025

Direct Supplier Engagement – China Site Visits

In 2025, Viva Leisure conducted its first direct international supplier site visits in response to identified higher-risk areas in our supply chain. Senior procurement staff visited two of our key suppliers in China to assess working conditions, meet with factory management, and review compliance processes firsthand.

During these visits, Viva staff observed production floors, accommodation facilities, and workforce arrangements, and discussed local labour law compliance with supplier representatives. We requested and reviewed independent third-party audit documentation, confirmed workforce stability and training practices, and reinforced our zero-tolerance stance on modern slavery.

This initiative marked a proactive step beyond standard questionnaire-based assessments. It provided Viva with direct visibility over supplier practices, improved confidence in the integrity of our international supply chain, and demonstrated to both suppliers and stakeholders that we actively monitor and enforce our standards.

We will continue to explore opportunities for further in-person engagement with international suppliers as part of our continuous improvement program.

Assessment of action

During the 2025 reporting period, Viva Leisure is pleased to confirm that no instances of modern slavery were identified within our operations or supply chain. Our annual supplier questionnaire process, supported by the iPRO compliance platform, achieved an 88% completion rate and provided measurable risk scores that enhance our visibility of supplier practices. These results demonstrate that our controls are working as intended and allow us to focus engagement on areas where risk remains higher.

Effectiveness of our actions is monitored through monthly reporting to the Board by the Audit and Risk Committee, ensuring leadership oversight and accountability. In addition, the Modern Slavery Policy was formally reviewed in June 2025, with a broader review process now underway to identify further enhancements. Training was delivered to key stakeholders during the reporting year, reinforcing internal awareness and building capability to manage risks.

Viva Leisure recognises that continuous improvement is essential. We are committed to strengthening supplier engagement, expanding staff training, and refining our monitoring tools so that risks of modern slavery can be identified, mitigated, and reduced year-on-year.

Consultation

In preparing this Statement, Viva Leisure undertook consultation across its portfolio of brands, subsidiaries, and operating entities. This process ensured that perspectives from different parts of the organisation were considered and incorporated into our modern slavery response. We recognise that addressing modern slavery risks requires coordinated action, and therefore place importance on collaboration between business units, management, and the Board.

Throughout the reporting period, staff and stakeholders were invited to contribute feedback on our practices, and we remain committed to creating opportunities for dialogue as our approach matures. By fostering engagement at all levels, Viva Leisure aims to build shared ownership of our obligations and continuously strengthen the effectiveness of our actions.

Endorsement

This Modern Slavery Statement has been approved by the Board of Viva Leisure Limited (ABN 76 607 079 792).

This Statement is signed by Harry Konstantinou in his role as the Managing Director of Viva Leisure Limited (ABN 76 607 079 792).



