



JOURNEY BEYOND

# MODERN SLAVERY STATEMENT

Financial Reporting Year  
1 Jan – 31 Dec 2024

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## 1 The Reporting Entity - Reporting Criteria 1

Experience Australia Group Pty Ltd (trading as “Journey Beyond”) is a national business, focused on bringing Australia’s most unique and iconic experiences to life, and is the largest experiential tourism business in the country.

Our purpose is to “Share special places and shape lasting memories”. We are passionate about the places in which we operate, the memories taken away by our guests and their enthusiasm as ambassadors of the incredible experiences we bring to life.

This Modern Slavery Statement (**Statement**) is our response to the *Australian Modern Slavery Act 2018* (Cth) (**Act**) for the period 1 January to 31 December 2024, our financial year (**CY24** or **the Reporting Period**).

### Reporting Entity:

Experience Australia Group Pty Ltd (ABN: 56 614 713 003)

Registered office:  
Level 5, 233 North Terrace,  
Adelaide SA 5000

This is a joint Statement made on behalf of Experience Australia Group Pty Ltd and a number of reporting entities which it either controls or is controlled by, each as listed in the Appendix (**Reporting Entities**).<sup>1</sup>

## 2 Our Structure, Operations and Supply Chain - Reporting Criteria 2

### Structure and Operations

Journey Beyond is a group of experiential tourism brands, with activities covering a national footprint in Australia. We own and operate rail, marine, aviation, touring, camps, lodges, accommodation and dining and attractions experiences, with operations and assets in all states, from the Parklands Terminal railway station in Adelaide, SA to our Reefworld Pontoon located 76 kilometres off the coast of Airlie Beach in the Great Barrier Reef. We operate on land and rail track, at sea and in the air, to deliver unique and iconic Australian experiences to our guests.



<sup>1</sup> In this Statement, a reference to “we”, “our”, or “Journey Beyond” or the “Group” is a reference to Experience Australia Group Pty Ltd and its controlled entities collectively. A reference to “Experience Australia Group Pty Ltd” is to that entity specifically. A reference to the “Reporting Entities” is to the list of entities set out in the Appendix.

Journey Beyond's brands include:

- Journey Beyond Rail Expeditions (The Ghan, Indian Pacific, Great Southern and The Overland trains)
- Vintage Rail Journeys
- Outback Spirit Tours
- Rottnest Express
- Sal Salis
- Horizontal Falls Seaplane Adventures
- Darwin Harbour Cruises
- Cruise Whitsundays
- Journey Beyond Cruise Sydney
- Eureka 89
- Melbourne Skydeck

Journey Beyond also manages the Paspaley Pearl Farm Tour and the Monarto Safari Resort.

Throughout the first half of the Reporting Period, Journey Beyond and the Reporting Entities were owned by US based travel experiences and transportation provider the Hornblower Group. Since July 2024, Journey Beyond and the Reporting Entities have been ultimately controlled by Crestview Advisors, LLC, a Delaware limited liability company.

## Our Supply Chain

Journey Beyond sources goods and services from a diverse range of suppliers, from established companies to local family-owned businesses.

Suppliers are predominantly located in Australia, with a small number of overseas suppliers. Relevant countries are listed in the table below.

### Supply Chain Locations

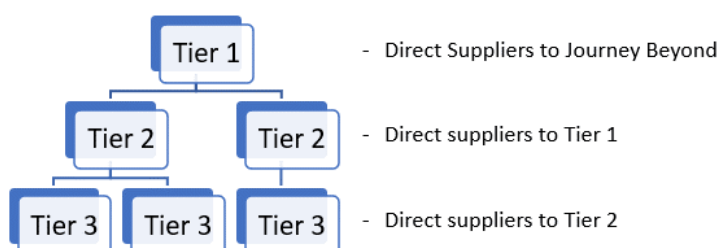
Australia  
**2,311 Suppliers**

Overseas  
**96 Suppliers**

Country	Suppliers
Australia	2311
United States of America	22
China	19
United Kingdom	20
New Zealand	13
Singapore	5
Canada	3
Netherlands	3
Germany	3
Israel	2
Belgium	1
Croatia	1
Iceland	1
South Africa	1
Switzerland	1
Thailand	1
<b>Total</b>	<b>2407</b>

In CY24, Journey Beyond had 2,407 Tier 1 suppliers across our operations. Our supply chain data in CY24 shows:

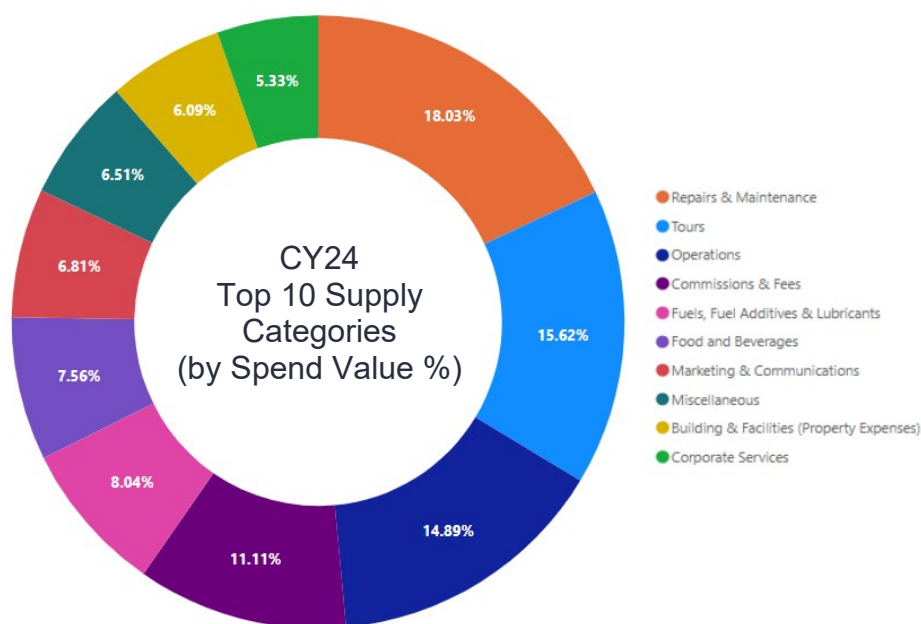
- 97.7% of spend was with suppliers directly based in Australia as compared to 98.7% in CY23
- Top-spend categories include activities such as Repairs & Maintenance, Fuel, Tours, Operations, Marketing and Food & Beverages.



### Annual Spend

In Australia  
**97.7%**

Overseas  
**2.3%**



Journey Beyond recognises there are risks of involvement in modern slavery across our operations and supply chain.

SECTOR AND INDUSTRY RISKS <sup>2</sup>	PRODUCT AND SERVICES RISKS <i>Global Slavery Index – Top 5 Products at Risk of Modern Slavery according to value of imports by Australia<sup>3</sup></i>	GEOGRAPHIC RISKS <i>Global Slavery Index Top 10 Countries with the highest prevalence of modern slavery<sup>4</sup></i>	SUPPLY CHAIN MODEL RISKS <sup>5</sup>
High-risk globally include: - Mining / Extractives - Textiles and Fashion - Fishing - Electronics - Cleaning and - Agriculture	Electronics    Garments Solar panels Textiles Fish	1. North Korea    6. Tajikistan 2. Eritrea         7. United Arab 3. Mauritania     Emirates 4. Saudi Arabia   8. Russia 5. Turkey          9. Afghanistan 10. Kuwait	Larger and more complex supply chains are harder to identify and monitor modern slavery risks. Sub-contracting and the use of labour recruiters in the supply chain increases risk of modern slavery.
Journey Beyond's Risk			
<b>Medium/Low Risk</b> in relation to: - Agriculture/Food Production due to this being a high category of spend for the group. – 10.5% Annual Spend - Textiles/Fashion in relation to procurement of uniforms across the group. <1% Annual Spend - Purchase of electronics for office/corporate use - <1% Annual Spend	<b>Medium/Low Risk</b> Journey Beyond purchases garments and electronics. Whilst this is at a low volume and relative spend in these categories is insignificant (each <1% of annual spend) as a proportion of group spend, we recognise that these categories of imported products have been identified as having a heightened risk of modern slavery.	<b>Low Risk</b> - No engagement with any Tier 1 suppliers from the Top 10 Risk Countries.	<b>Medium/Low Risk</b> – ~2,400 Tier 1 Suppliers used annually means a wide range of interactions and complexity of the supply chain to be able to identify and monitor modern slavery risks.

<sup>2</sup> Australian Government, *Addressing Modern Slavery in Government Supply Chains: A toolkit of resources for Government procurement officers*, pg 7.

<sup>3</sup> Walk Free, *The Global Slavery Index 2023*, Appendix 3 – Products at Risk, Table 42 Top five products at risk of modern slavery according to US\$ value imported by G20 countries

<sup>4</sup> Walk Free, *The Global Slavery Index 2023*, Chapter 3 – Global Findings, Figure 5 Estimated prevalence of modern slavery by country

<sup>5</sup> Australian Government, *Addressing Modern Slavery in Government Supply Chains: A toolkit of resources for Government procurement officers*, pg 7.

### 3 Risks of modern slavery practices in our operations and supply chain - Reporting Criteria 3

Most of the Group's Tier 1 suppliers are located in Australia and therefore, based on external data available through Walk Free's "Global Slavery Index 2023", represent a comparatively lower risk of modern slavery.

However, we recognise that modern slavery exists even in Australia. According to the Australian Attorney General's Department, 'Modern slavery risks can be linked to certain sectors, such as cleaning, hospitality, agriculture, textiles production and some types of manufacturing. These sectors can have high modern slavery risks because of their characteristics and processes, such as widespread use of low skilled labour or reliance on outsourcing.'<sup>6</sup>

**The key sectors considered to be higher risk for modern slavery for Journey Beyond are:**

- **Hospitality & Travel** – 24.3% of Total CY24 Spend in this Sector
  - including airlines, hotel chains, car rental companies and tour operators
- **Property Services** – 6.09% of Total CY24 Spend in this Sector
  - including facilities management, utilities, cleaning and waste management.
- **Marketing** – 6.81% of Total CY24 Spend in this Sector
- **Food & Beverage** - 7.56% of Total CY24 Spend in this Sector
  - including food and beverage production suppliers & distributors

A low volume and value of spend with Overseas suppliers in our Tier 1 Supply Chain gives a greatly reduced initial risk map of modern slavery impact for Journey Beyond.

Deeper investigation into Tier 2 & 3 Suppliers in our supply chain is required to look at the overall risk levels from a Regional & Sector perspective.

### 4 Our Actions - Reporting Criteria 4

#### Assessing and Managing Modern Slavery Risk

As part of our initiative to identify modern slavery and mitigate associated risks in our business and supply chain, in previous reporting period's Journey Beyond has:

- Carried out an initial supply chain mapping exercise to identify modern slavery risks against two key criteria:
  - Geographical: Mapping Tier 1 Suppliers against high-risk geographical locations
  - Industry Category: Assessing high-risk sectors against Journey Beyond's engagement with these sectors by % of spend. Key sectors assessed include: cleaning services, food & beverage production, hospitality and property management providers
- Implemented a Modern Slavery Policy to guide our staff in identifying, limiting and reporting modern slavery risks; and
- Included modern slavery terms and conditions in our standard form procurement contracts.

We continued to build upon these initiatives in CY24 through the implementation of a new, group-wide Procurement System. This has facilitated the collection of centralised and more detailed supplier data, which will enhanced Journey Beyond's supply chain and supplier monitoring and risk analysis capabilities into the future.

### 5 Assessing Effectiveness of Action - Reporting Criteria 5

Journey Beyond's achieved its key objective for the reporting period, which was to implement the new Procurement System mentioned above, as it will set the foundation for enhanced understanding and management of modern

<sup>6</sup> Australian Government, Attorney General's Department, *Infographic: Modern Slavery – Key Facts and Figures*, <https://modernslaveryregister.gov.au/resources/>.

slavery risks going forward. It will support or facilitate some of our future modern slavery priorities outlined below, via processes to be inbuilt into the Procurement System.

We recognise that our review and assessment of our actions to identify and address modern slavery risks in our operations and supply chain will be an ongoing process, and we are committed to continual evolution and improvement in this area.

## **Future Priorities**

In CY25, Journey Beyond will further strengthen our practices, systems and performance in relation to modern slavery risk management through more detailed analysis and understanding of our supply chain, further engagement with our suppliers, and initiatives to raise modern slavery awareness.

In future reporting periods (CY25 and beyond) Journey Beyond will:

### **Journey Beyond's Future Priorities (CY25 and beyond)**

- Enhanced supplier due diligence and engagement in relation to modern slavery
- Develop and Roll out a Supply Chain Assessment Framework.
- Review our Procurement Policy
- Raise awareness and provide training

- Implement further due diligence processes and collect further data from suppliers about their modern slavery compliance and risk management approaches
- Use its enhanced understanding of our supply chain and improved supplier data to develop a Supply Chain Assessment Framework to roll out to Journey Beyond's key supply partners, being material suppliers of goods and services necessary for the Group's operations. A Supply Chain Assessment Framework assessment criteria will help us to understand and manage the geographical, environmental and social impacts of strategic suppliers in our supply chain.
- Review and update of its Procurement Policy, which sets out roles and responsibilities for the engagement and management of suppliers across Journey Beyond, including responsibilities in relation to responsible sourcing.
- Provide modern slavery training to staff and continue to raise awareness of modern slavery.

Journey Beyond adopts a continuous improvement approach to its performance in this area. We continue to review, develop and promote our policies and practices to identify and mitigate modern slavery and human trafficking risks in our business and supply chain.

## **6 Consultation with Journey Beyond owned entities - Reporting Criteria 6**

This Statement covers the Reporting Entities listed in the Appendix, and in order to prepare this joint statement, Experience Australia Group Pty Ltd engaged with each of those Reporting Entities and consulted the other entities it owns or controls.

The upstream Reporting Entities (which directly or indirectly control Experience Australia Group Pty Ltd) do not have any outward operations or involvement in procurement activities.

Entities controlled by Experience Australia Group Pty Ltd are all required to comply with Journey Beyond's policies, procedures and systems including those relating to Modern Slavery, Procurement, Health and Safety and Human Resources. These controlled entities all operate under the direction and governance of Experience Australia Group Pty Ltd.

## **7 Other information - Reporting Criteria 7**

Journey Beyond recognises the risks of modern slavery and continued to take action to support our personnel and suppliers in the mitigation of these risks, by:

- Working with Tier 1 and Tier 2 suppliers to improve knowledge and awareness of modern slavery risks.

- Improving our internal policies, knowledge and processes to identify and mitigate the risk of modern slavery in our organisation and supply chain.

***This Statement was approved by the boards of each of the nine Reporting Entities covered by this Statement.***

***This Statement is signed by Chris Tallent in his role as a Director of each of the nine Reporting Entities, and as CEO of Journey Beyond.***



***Chris Tallent, Director and CEO  
30 June 2025***



## Appendix - Reporting Entities Covered by this Statement

Reporting Entity	ABN	Principal Activities During Reporting Period
JB TopCo Pty Ltd	14 656 565 249	Holding company of below entity. No outward facing operations or external procurement.
JB HoldCo Pty Ltd	52 655 636 776	Holding company of below entity. No outward facing operations or external procurement.
JB AcquisitionCo Pty Ltd	74 655 643 280	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Topco Pty Ltd	55 614712631	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Mezzco Pty Ltd	95 614712800	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Senior Holdco Pty Ltd	19 614712917	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Group Pty Ltd	56 614713003	<p>Experience Australia Group Pty Ltd is the parent trading entity and indirect controller of all other trading entities within the Journey Beyond Group (including the 2 entities below).</p> <p>The principal activities of the Group were experiential tourism, including rail expeditions, touring, cruises, attractions and camps and lodges.</p>
Great Southern Railway Holdings Pty Ltd	24 079437853	The principal activity of the company was that of a holding company for its controlled entities involved in the sale and provision of rail expeditions (including the entity below).
Great Southern Rail Pty Ltd	59 079 476 949	The principal activities of the company consist of the sale and provision of rail expedition packages.



# JOURNEY BEYOND



THE GHAN



INDIAN PACIFIC



GREAT SOUTHERN



THE OVERLAND



CRUISE  
WHITSUNDAYS



DARWIN  
HARBOUR  
CRUISES

Outback Spirit



SAL SALIS  
NINGALOO REEF



MELBOURNE  
SKYDECK

EUREKA 89



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