

# MODERN SLAVERY STATEMENT

REPORTING PERIOD YEAR ENDED 30 JUNE 2022



**Racing  
Victoria**

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The RV Group (as at 30 June 2022)

Racing Victoria Limited ABN 88 096 917 930

RVL Media Pty Limited ABN 64 137 208 809 (RVLM)

RVL Media International Pty Limited ABN 69 612 838 418 (RVLMI)

Victorian Thoroughbred Racing IMB Pty Ltd ABN 55 643 473 376 (VTRIMB)  
440 Docklands Drive, Docklands VIC 3008

Thoroughbred Racing Productions (Vic) Pty Ltd ABN 42 893 898 680 (TRP)  
331 INGLES Street, Port Melbourne, VIC 3207

VTRI Property Pty Ltd ACN 658 750 835

Racing.com Pty Ltd ABN 49 104 883 267 (RDC)



**Racing  
Victoria**

# 1. INTRODUCTION

Racing Victoria Limited (**RV**) is a public company limited by guarantee, which was established in 2001 to provide independent governance of the Victorian thoroughbred racing industry.

RV's objectives are to develop, encourage, promote and manage the conduct of thoroughbred racing in Victoria by encouraging broad participation and sustainably growing the industry's economic and social value.

RV is established as a not-for-profit entity. Surpluses generated through RV's activities are re-invested towards the industry's sustainability, through direct support of participants, infrastructure investment or longer-term asset management.

RV is a reporting entity for the purposes of the *Modern Slavery Act 2018* (Cth) (**Act**).

This Modern Slavery Statement (**Statement**), prepared under section 16(1) of the Act in respect of RV and RV group operations for the year ended 30 June 2022 (**Reporting Period**), has been approved by the RV Board, is signed by the Chief Executive Officer, and has been submitted in accordance with the Act.





## 2. RV'S STRATEGIC FRAMEWORK AND RISK MANAGEMENT PLAN

Racing Victoria has adopted a Strategic Framework that considers the current state of the industry and some of the longer-term issues and opportunities impacting the sport, while outlining a path for future growth and success.

Our Strategic Framework identifies RV's vision of "Racing for All" and its purpose of championing great horse racing in Victoria through a financially sustainable thoroughbred racing industry. Further detail on our Strategic Framework is available in the Racing Victoria 2022 Annual Report, on page 9, available on Racing Victoria's website at [www.racingvictoria.com.au/about-us/annual-reports](http://www.racingvictoria.com.au/about-us/annual-reports)

In order to satisfy its Strategic Framework, RV has put in place risk management processes and procedures to ensure that it appropriately identifies, assesses, evaluates and treats risks that could impact its operations and achievement of its vision and purpose.

RV's assessment of its modern slavery risks, the subject of this Statement, has been considered with reference to the above statements and through the prism of integrity, sustainability and accountability.



# 3. RV STRUCTURE, OPERATIONS AND SUPPLY CHAINS

## 3.1 STRUCTURE

### 3.1.1 RV AND ITS MEMBERS AND SUBSIDIARIES

RV has 14 constituent members, comprising Club Members and Industry Body Members as provided below. Some of these members are also reporting entities for the purposes of the Act. All members are responsible for releasing their own modern slavery statements where applicable.

#### CLUB MEMBERS



#### INDUSTRY BODY MEMBERS



During the Reporting Period, RV continued as the sole shareholder of three proprietary companies held throughout the 2022 Reporting Period in RVL, VTRIMB and RDC. Each of these entities are involved in the Victorian thoroughbred racing industry media supply chain.

In addition to this, there were several changes to the consolidated entity throughout the Reporting Period.

RVLM was deregistered and exited the RV Group. VTRI Property Pty Ltd was registered as a company under the *Corporations Act 2001* (Cth) on 16 May 2022. This subsidiary entity did not transact any business for the Reporting Period.

The consolidated entity acquired 73.25% of the interest in Radio 3UZ Pty Ltd and the Radio 3UZ Unit Trust on 4 May 2022, referred to collectively as **RSN**. Whilst Racing Victoria's shareholding provides significant influence over the acquired entity, the RV Group does not have the necessary control for it to form part of Racing Victoria's consolidated financial statements and therefore the investment has been equity accounted. For the purpose of this report, RSN is excluded.

Within the prior accounting period, RVL Media acquired a 25% shareholding in TRP. The remaining 75% was acquired in August 2021 and subsequently consolidated into the RVL Group accounts. It is anticipated that this subsidiary entity will become a departmental function of VTRIMB subsequent to year end. For the purpose of this report, TRP is assumed to be part of the RV Group.

RV, RVL, RVLMI, VTRIMB, TRP and RDC are collectively referred to in this Statement as the **RV Group**.

With the exception of VTRIMB, RDC and TRP, the RV Group operated under a common governance and management structure during the period, (however the Integrity function at RV (in particular, the role and responsibilities of the Stewards) is independent of the commercial function of RV).

VTRIMB, including TRP and RDC operate under a separate governance and management structure, with RV providing services to these businesses on arm's length terms during the period and on an ongoing basis.

This statement was prepared by RV in collaboration with its VTRIMB entity, and input from other areas of the business as appropriate.



### 3.1.2 RV'S INTERACTION WITH VICTORIA'S RACING CLUBS AND PARTICIPANTS

Each Racing Club has its own governance structure and membership, and is responsible for the operations of each of its racecourses, including the maintenance of its premises and racetrack, members of its Club and the hosting of the general public on race days.

Some Clubs additionally have horse training centres on their premises, occupied by individual trainers. These training centres are overseen by those Clubs. Trackwork and 'jump outs' (where relevant) are also managed by the Clubs at their facilities.

Under the Rules of Racing, the RV Stewards operate race days at racecourses operated by the Racing Club hosting the race day, with the support of RV staff in respect of the racing activity.

During the 2021-22 racing season, 4,333 races were held in Victoria across 543 meetings.

The Rules of Racing establish the participation of others in the sport of thoroughbred racing. These persons and businesses are referred to in the industry as "participants" (as they apply or renew their approval/licence with RV each year) and include jockeys, trainers and others involved on race days. A total of 178 jockeys, 848 trainers and 3,346 stable employees were licensed participants during the 2021-22 racing season.

Each of these licensed participants has responsibility for its own business operations and supply chains. Where appropriate, RV may encourage or guide these licensed participants as part of its role in upholding the integrity of the industry.





## 3.2 OPERATIONS AND WORKFORCE

### 3.2.1 OPERATIONS

RV's operations can be summarised as follows:

Business Area	Operations
<b>Integrity and oversight</b>	Principal Racing Authority - Regulation of Victorian thoroughbred horse racing Integrity and licensing Veterinary Services Equine Welfare Horse owner registration and review of product disclosure statements (syndicates)
<b>Stakeholders, commercial and customers</b>	Representation of Clubs and the industry (e.g. lobbying, marketing and promotion) Racing Club funding and loans Wagering - universal race field approvals Major projects and capital works management
<b>Race day services and operations</b>	Delivery of races at Racing Clubs and programming Distribution of prizemoney Employment of casual race-day employees (race day officials, barrier attendants, clerks of the course, judges) Provision of certain services to jockeys (who are free agents) - workcover and superannuation
<b>Core business functions</b>	Corporate functions, including finance, legal, risk and compliance, information and technology services, human resources, facilities and procurement Landlord Employment of core business employees



### 3.2.2 RV GROUP OPERATIONS - MEDIA BUSINESSES

During the Reporting Period, VTRIMB workforce matters (which include RDC) were centralised under its own management structure. TRP is in the process of being integrated into the VTRIMB business. During the reporting period, some of its operations remained separate.

For the Reporting Period, VTRIMB wholly-owned the media businesses and assets.

#### VTRIMB

Manager of RVLM media rights

Outside Broadcast - capture and delivery of live racing vision

Editing and distributing racing vision and content to Free to Air (FTA) and digital Channels

Live race calling - on course and integrated into broadcast

Studio production - live Raceday production, is edited and distributed in various forms with unique graphics overlays depending on consumption channel (domestic and international)

Magazine Programs - creation of in studio content and racing related programming for RDC Channels

Journalism - creation of form and content for RDC Channels

RDC Digital Platform - management of App and Web services and content

Publications - Best Bets and Winning Post news and content distribution

Racing Photos - commercial photography offering for race day

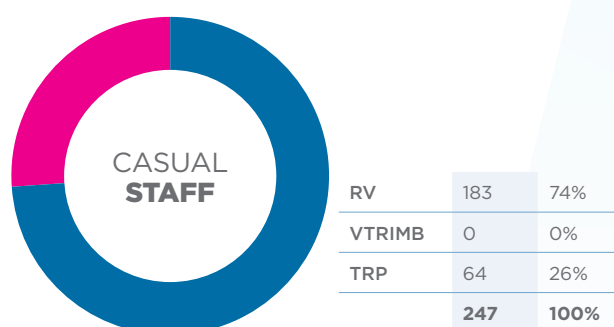
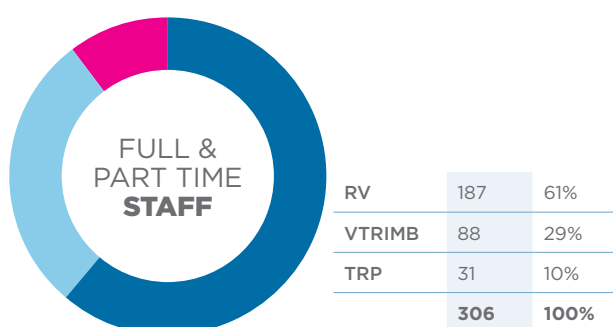
Business support functions - commercial, technology, legal and finance

### 3.2.3 WORKFORCE

As at the close of the Reporting Period, the RV Group had a workforce comprised of 286 full time and part time employees (includes 31 TRP employees), as well as a casual workforce of 247 (includes 64 casual TRP employees).

The RV casual workforce is predominantly involved in race day operations activity (for example, barrier attendants and officials).

The TRP workforce is solely involved in live racecourse vision capture and broadcast, with a large casual workforce.



# 4. RV'S SUPPLY CHAIN

The vast majority of the RV Group's outgoings are payments made within the Victoria Thoroughbred Racing Industry (VTRI) or broader Australian thoroughbred racing industry (for example other Principal Racing Authorities and racing clubs) and to industry Participants. For the purpose of this analysis, those payments, intercompany transactions, as well as any employee entitlements or tax related payments have been excluded.

The supply chain analysis is therefore focused on payments made to external parties. The total value of those payments for the RV Group is approximately \$80 million AUD for the Reporting Period.

RV has conducted a review into its supply chain for the Reporting Period and has identified the following goods and services acquired to support its operations:

Business Area	Goods and/or services purchased to support operations	Business Area	Goods and/or services purchased to support operations
<b>Integrity and oversight</b>	Professional services (e.g. specialist consultants, lawyers & accountants)  Technology (e.g. Hawkeye)	<b>Core business functions</b>	Information Technology (e.g., software, licenses etc.)  Overseas outsourcing of IT staff (system support)  Transport  Insurance  Utilities  Trade services and maintenance, such as electrical and plumbing  Telecommunications  Finance  Payroll  Recruitment services
<b>Stakeholders, commercial and customers</b>	Media, advertising and journalism  Engineering services and construction  Wagering administration  Merchandise (e.g., Spring Racing apparel)		
<b>Raceday operations</b>	Equine welfare and veterinary  Engineering services and construction  Security  Race day services and racing administration  Racing photography  Medical services (including Chief Medical Officer, consultancy services in response to COVID-19)		
		<b>VTRIMB</b>	Tech platform and support services  Media and journalism  Broadcasting and on-air talent  Content production (Videos and images)  Studio facility management and distribution  Specialised broadcasting, video and audio equipment  Utilities and infrastructure (including network services)  Merchandise (e.g. Racing.com and Racing Photos apparel)  Office and studio leases

Wherever possible, RV procures goods and services from Victorian (or failing that, Australian) vendors. Less than 2.7% of suppliers (less than 1% in value) used during the Reporting Period were based outside Australia. These international suppliers were based in a total of 7 other countries (Denmark, Germany, Hong Kong, Netherlands, Singapore, United Kingdom and United States).

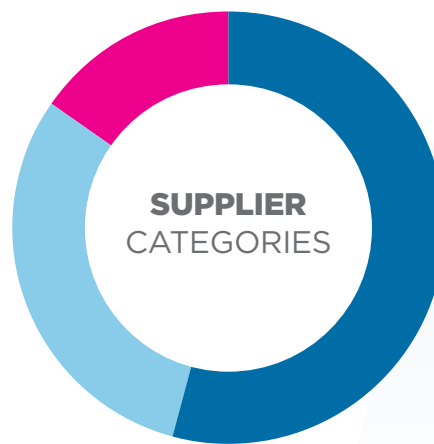
All these jurisdictions have Modern Slavery regulations or standards, representing a lower modern slavery risk. In addition, the type of purchases made from overseas suppliers are mostly conference registrations, consulting and professional fees, which inherently present low modern slavery risks.

During the Reporting Period, the RV Group (including TRP) procured goods and services from 1,015 suppliers as follows:

## SUPPLIERS



	Value (in AUD millions)
Australia	78.9
International	0.7



RV Group for 2022 Reporting Period	Value (in AUD millions)
Consultancy, professional fees, talent, media, journalism and marketing	43.2
Services (including insurance, utilities, equine services (veterinary), IT software and services, security, transport, equipment rental, travel and accommodation)	24.4
Supplies and Equipment (office, equine, medical, audio and video, catering, building and landscaping)	12.0

A total of 70% (AUD8.3M) of the Supplies and Equipment spend category relates to Turf and Landscaping services for track maintenance (including irrigation systems) and upgrades. Of the total spend in this category, 98% was with 5 large Australian specialist suppliers.



# 5. IDENTIFICATION AND ASSESSMENT OF MODERN SLAVERY RISKS

RV has conducted an assessment of its operations and supply chain for potential modern slavery risks.

## RV OPERATIONS

RV's operations are based in Victoria and consist primarily of regulatory, media production, veterinary and racing services delivery. RV's employees are skilled and experienced professionals, with operational teams operating under an Enterprise Bargaining Agreement that guarantees their working conditions.

During the reporting period, RV has introduced a heightened modern slavery risk in its operations by sourcing part of its IT team from overseas. As of 30 June 2022, 5 team members were based in the Philippines. RV has mitigated the modern slavery risks by employing these individuals via an Australian-based talent offshore provider, which has a modern slavery policy, for the sole purpose of working for RV and under the day-to-day direct leadership of RV team members (being able to manage their hours of work). Additionally, RV has full visibility of their salaries and benefits (to ensure fair pay conditions) and RV provides them with their tools of trade (laptop and access to systems) at the same level as other onshore IT staff.

These measures ensure that our overseas staff are not working in modern slavery-type conditions.

As a result, RV's operations present a very low residual modern slavery risk.

## RV SUPPLY CHAIN

With the assistance of an independent advisor, RV has implemented the below process for assessing and managing its Modern Slavery risks within its supply chain.



The data provided in section 4 above shows a low risk of modern slavery in RV's tier 1 supply chain, since the vast majority of its purchases are sourced from Australia and in low risk product types (consultancy and professional services), and those purchases made overseas not only target the same types of low risk products and services, but also are sourced from low risk countries.

As a result, RV's supply chain risk assessment is **low**.

That being said, RV does supply goods that have a higher inherent modern slavery risk, particularly across its tier 2 and tier 3 supply chain.

For categories that RV identified as being of higher risk, RV performed an assessment to better understand its relationship to these risks. This assessment considered whether RV was likely to be causing, contributing to or linked to modern slavery practices, the presence of mitigating factors and controls, and RV's ability to influence other parties connected to the activity, goods or service.

The results of this assessment of inherent risks and RV's ability to influence and control to address them are provided in the table below.

Aspect	Category	Modern slavery risk factors
Supply chain	Engineering and construction	<p>Inherent risks of modern slavery in construction and the extended construction materials supply chain are associated with the employment of lower skilled and migrant employees, as well as potentially dangerous working conditions.</p> <p>Residual risk: RV does purchase building materials and labour in the context of its industry infrastructure investment role. A large part of those funds are directed at the maintenance and upgrade of race tracks, which requires specialised materials and building and landscaping labour.</p> <p>RV has a roadmap to enhance its procurement and contract management practices in relation to human rights.</p>
	Security	<p>Inherent risks of modern slavery in asset security services are associated with the employment of lower skilled and migrant labour.</p> <p>RV spends less than 0.5% of its purchasing volume on security services, limiting its ability to influence its providers' operations. Regardless, RV has a roadmap to enhance its procurement and contract management practices in relation to human rights.</p>
	IT services and software	<p>Inherent risks of modern slavery are present in IT equipment manufactured in higher risk countries, most prominently forced and bonded labour.</p> <p>A lower level of inherent risk was identified in the provision of IT services and software delivered in Australia.</p> <p>RV purchases a very small volume of IT equipment, maintaining a small fleet of personal computers, and using a cloud solution for its data centre.</p> <p>RV does invest more heavily in specialised professional media production equipment within its VTRIMB and newly acquired TRP business. Due to the specialised nature of the equipment, limited supply options are available, reducing RV's influence.</p>
	Trade services and maintenance	<p>Inherent risks of modern slavery are associated with the use of lower skilled or migrant labour and in the use of labour hire services. Additional risks within the extended materials supply chain are again associated with the use of lower skilled or migrant employees, as well as potentially dangerous working conditions.</p> <p>RV has a roadmap to enhance its procurement and contract management practices in relation to human rights.</p>
	Apparel, uniforms and merchandise	<p>Inherent risks of modern slavery may be associated with the extended and complex apparel, uniforms and merchandise supply chain. These risks have a higher likelihood of occurrence offshore and include deceptive recruitment practices, forced or bonded labour, child labour and human trafficking.</p> <p>Overall, RV spends less than \$100,000 on apparel, uniform and merchandise, giving RV very low purchasing power and therefore limited influence over its tier 2 and tier 3 supply chain.</p> <p>The majority of its equipment purchases are specialised jockey and racing equipment with limited supplier options, particularly since RV focuses on the quality and safety of products for VTRI participants.</p> <p>RV has a roadmap to enhance its procurement and contract management practices in relation to human rights.</p>

Whilst RV acquires goods and services from higher-risk industries, it does so both infrequently and/or in very limited volumes, therefore has both a limited exposure to and a small circle of influence over the international Modern Slavery risk and its tier 2 and beyond supply chain.

That being said, RV has commenced its education program as well as its roadmap to enhance its procurement and contract management practices in relation to human rights.

## 6. CONTINUOUS ENHANCEMENT PROGRAM

Since the assessment performed in March 2021, RV, with the assistance of an external service provider, has developed an action plan with both short term and longer-term objectives to further enhance its Modern Slavery response.

One of the first short term actions was to develop a Modern Slavery Policy to be approved by the RV Board. This was completed with the Board approving the first Modern Slavery Policy at its July 2022 meeting.

During the Reporting Period, RV has also commenced the roll-out of its Modern Slavery education program via our internal learning management system. This will continue to be a focus and will roll out across all RV Group employees targeted for the next Reporting Period.

The objectives of the training module are to describe some of the different types of modern slavery, identify signs of Modern Slavery in our supply chain should they arise, and articulate how to report suspected cases of Modern Slavery through appropriate channels.

RV plans to review and implement additional appropriate supplier due diligence practices (including in respect of modern slavery risks and adverse media queries) in future reporting periods.



# 7. EVALUATION AND TREATMENT OF MODERN SLAVERY RISKS

RV's approach to managing its modern slavery risks is detailed below. In March 2021, RV has evaluated the risks identified at section 5 above to understand the appropriateness and the maturity of its existing risk management practices and to identify opportunities for continuous improvement.

## 7.1 POLICIES

RV has in place policies and procedures that outline RV's expectations of its employees and its vendors. At the end of the Reporting Period, some entities still had separate policies for some aspects of their business. It is the intent that where appropriate and relevant, RV policies will be white labelled and rolled out more broadly in an integrated manner across the different parts of the business.

A number of these policies and procedures are relevant in efforts to prevent modern slavery risk at RV as outlined in the table below:

Policy or Procedure (or Agreement)	Purpose
<b>NEW POLICIES</b>	
<b>Modern Slavery Policy</b>	This policy establishes RV's commitment to identify, prevent, assess and minimise the risks of Modern Slavery in Racing Victoria's direct operations and supply chains.  It applies to RV and each of its subsidiaries.
<b>EXISTING POLICIES</b>	
<b>Code of Conduct</b>	It defines the actions, behaviours and practices expected of and required by Racing Victoria employees.
<b>Whistleblower Policy</b>	To encourage RV officers, employees and contractors to report dishonest or illegal activity by RV and its officers, employees and contractors, through the provision of education and awareness, procedures and protections.  TRP has its own Whistleblower Policy.
<b>Anti-Discrimination Policy</b>	Outlines our commitment to ensure our workplace is free from discrimination and enables equal opportunity.  TRP has its own Equal Opportunity, Anti-Discrimination, Anti-Harassment and Anti-Bullying Policy.
<b>Harassment and Sexual Harassment Policy</b>	Outlines our commitment to providing a work environment which is free of all forms of harassment.  TRP has its own Equal Opportunity, Anti-Discrimination, Anti-Harassment and Anti-Bullying Policy.
<b>Participant Protection Policy</b>	Outlines our commitment to eliminating discrimination, harassment, child abuse and other forms of unacceptable racing conduct from its workplace and the Victorian thoroughbred industry.

<b>Safeguarding Young Persons Policy</b>	<p>Outlines our commitment to young persons engaged and participating in the Victorian thoroughbred industry are safeguarded from abuse and neglect.</p>
<b>Conflict of Interest Policy</b>	<p>Where an RV employee has private interests that could improperly influence, or be seen to influence, their decisions or actions in the performance of their duties, a conflict may arise. This policy provides guidance on how to identify and handle such conflicts.</p> <p>TRP has its own Conflict of Interest Policy.</p>
<b>Private Interest and Probity Policy</b>	<p>RV has responsibility for the regulation of the industry's race meetings and participants and overseeing the industry's business and financial affairs. It is essential that the probity and integrity of the racing industry's key personnel meet best practice industry standards.</p> <p>This policy applies to all RV Key Personnel.</p>
<b>Grievance and Disputes Policy</b>	<p>Provides an avenue for non-EBA employees to raise grievances relating to their employment.</p> <p>TRP has its own Grievances and Complaints Procedure.</p>
<b>Procurement Policy</b>	<p>Outlines our commitment to ensuring the procurement of all goods and services is conducted in an honest, competitive, fair and transparent manner that demonstrates a fit for purpose solution and the delivery of value for money outcomes, whilst protecting the reputation, commercial and legal position of RV.</p> <p>TRP has its own Purchasing and Procurement Policy.</p>
<b>Anti-Bribery and Corruption Policy, Fraud Policy, Compliance Policy</b>	<p>Outlines our commitment to ensuring compliance with laws and regulations addressing fraud, bribery and corruption in Australia and in overseas jurisdictions in which we do (or contemplate doing) business.</p>
<b>Enterprise Bargaining Agreements (EBAs)</b>	<p>The Racing Victoria Raceday Officials Agreement sets out the employment conditions for approximately 50% of RV's workforce.</p> <p>TRP employees operate under a separate EBA.</p>

## 7.2 OTHER CONTROLS AND PRACTICES

In addition to the policies outlined above, RV has controls in place to mitigate modern slavery risks. These include as follows:

- Racing Victoria's human resources management system includes controls to prevent scheduling of excessive hours for casual employees and logs the check-in and check-out times of employees to monitor potential instances of excessive working hours.
- Training, education and advice is provided to RV staff on fair employment practices.
- During the Reporting Period, with the exception of VTRIMB, RDC and TRP employees, the management of remuneration, employment agreements, conditions and benefits was centralised at RV. This means that no employee was engaged without an employment agreement generated by the People and Culture team and which met our statutory obligations.
- During the Reporting Period, VTRIMB adopted a similar approach to RV, with the centralization of all employment matters within its own management structure, and regular consultation with RV's People and Culture team. No employee is engaged without an employment agreement generated by the VTRIMB People team.
- A supplier induction and management system that requires suppliers to provide evidence that they can meet the legal and performance obligations set out by the standard terms and conditions in RV's service agreements.

## 7.3 ADDITIONAL PRACTICES FOR LICENSED PARTICIPANTS

RV's integrity and licensing function supports the maintenance of RV's licensing standards, and promotes a responsible culture of fair play, ethical behaviours and response.

Whilst not within the direct remit of RV, RV conducts initiatives and awareness campaigns from time to time to encourage and guide positive behaviours in our licensed and registered Participants as they relate to Participant and equine welfare.

In addition, RV's integrity function has implemented broad controls to ensure that licensed Participants exhibit ethical behaviours to ensure the reputation of the industry is upheld, including:

- due diligence checks during the Participant licensing and registration process;
- the introduction of education modules for Participants, including expected behaviours;
- making available avenues for Participants to raise concerns about conduct (for example, the Integrity Hotline); and
- the appointment of a Participant Protection Case Manager, whose role it is to assist Participants and direct them in accessing appropriate support and dispute resolution mechanisms and to ensure that all complaints can reach a just and fair conclusion.



## 8. HOW RV ASSESSES ITS CONTROLS ARE EFFECTIVE

In March 2021, RV conducted an in-depth assessment on the state of its modern slavery risk management practices to identify any key gaps in its approach, and potential areas for improvement.

This involved the formation of a working group, engaging an independent expert adviser and the provision of regular updates to the Executive and to the Board as to progress.

Progress to date on some of the identified actions has been impacted by the redirection of resourcing (employee and management time) to RV's COVID-19 response and efforts to ensure the safe continuation of racing throughout the pandemic. There will now be a continued focus on assigning accountabilities and implementing potential improvements in our modern slavery approach.

In future reporting periods, the effectiveness of our controls will be assessed in accordance with RV's Enterprise Compliance and Risk Management Frameworks, with our approach benchmarked against our peers on a triennial basis.



## 9. THE IMPACT OF COVID-19

RV notes the impact of the COVID-19 pandemic on the operations of the racing industry during the Reporting Period with racing largely taking place “behind closed doors”.


During the first half of the Reporting Period, RV’s operations continued to be disrupted as RV sought to strictly limit the number of essential personnel in attendance at each race day.

Significant efforts were undertaken by RV during the Reporting Period to respond to risks relating to COVID-19. This had a consequential impact on employee and management time, and the availability of resourcing across other initiatives.

It is noted that many of the Racing Clubs had significant impacts to their operations during the Reporting Period, given their inability to host spectators under Victorian public health directions and under RV COVID-19 protocols.



# 10. VERSION

Version	Description	Approved	Adopted	Signed
1	Modern Slavery Statement for the year ended 30 June 2021.	RV Board	15 December 2021	
2	Modern Slavery Statement for the year ended 30 June 2022.	RV Board	13 December 2022	 <b>Andrew Jones</b> Chief Executive Officer

# APPENDIX

Policy or Procedure (or Agreement)	Purpose
s16(1)(a) Identify the reporting entity	1. Introduction
s16(1)(b) Describe the structure, operations and supply chains of the reporting entity	3. Our structure, operations and supply chains
s16(1)(c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	5. Identification and Assessment of Modern Slavery Risk
s16(1)(d) Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	6 Continuous Enhancement Program 7 Evaluation and Treatment of Modern Slavery Risks
s16(1)(e) Describe how the reporting entity assesses the effectiveness of such actions	8 How RV Assesses its controls are effective
s16(1)(f)(i) Describe the process of consultation with any entities that the reporting entity owns or controls	3. Our structure, operations and supply chains
s16(1)(g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant	9. Impacts of COVID-19



***Racing  
Victoria***

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