

MODERN SLAVERY STATEMENT

FY 2024–2025

(1 October 2024 – 30 September 2025)

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INTRODUCTION

ROYAL AGRICULTURAL SOCIETY OF NSW ('RAS')

Since its establishment in 1822, the Royal Agricultural Society of NSW (RAS) has played a significant role in supporting Australian agriculture and related industries. Through the operation of Sydney Showground, the Sydney Royal Easter Show and Sydney Royal Competitions and the Australasian Animal Registry. The RAS supports agricultural excellence and education, community engagement and industry participation.

RAS APPROACH

This is the first Modern Slavery Statement of the Royal Agricultural Society of NSW, ABN 69 793 644 351, prepared in accordance with the mandatory requirements of section 16 of the *Modern Slavery Act 2018 (Cth)*.

The RAS recognises the inherent rights of every individual to live free from all forms of modern slavery. The RAS has a zero-tolerance approach to modern slavery and is committed to conducting its activities in a lawful, ethical and responsible manner, consistent with applicable Australian laws.

This Statement outlines the steps taken by the RAS during the reporting period to identify, assess and address the risks of modern slavery within its operations and supply chains. As a first year reporting entity, the RAS has adopted a proportionate and risk based approach, focused on establishing foundational governance, identifying areas of potential risk and embedding processes that will be strengthened over time.

In preparing this Statement, the RAS consulted internally across relevant functions, including Legal, Finance, Human Resources, Procurement and Operations teams. Consultation also occurred with entities the RAS owns or controls, including the RAS Foundation.

POLICIES

MODERN SLAVERY COMMITMENT

The RAS recognises the inherent rights of every individual to live free from all forms of slavery. The RAS has a zero-tolerance approach to modern slavery and is firmly opposed to the exploitation of individuals for personal or commercial gain.

The purpose of this Statement is to describe the steps taken by the RAS to identify, assess and address modern slavery risks, and to outline the standards expected of suppliers, contractors and business partners.

Supplier chain risk management includes:

- Asking suppliers of goods and services during procurement processes, to confirm their compliance with applicable modern slavery legislation and provide relevant information where appropriate.
- Providing training and resources to staff to support the identification and escalation of potential modern slavery risks.

- Maintaining confidential reporting mechanisms to enable the investigation of reported concerns.
- Including contractual obligations and compliance requirements requiring suppliers to comply with modern slavery legislation, as it applies to their businesses.

The RAS' approach to preventing and mitigating modern slavery risks is supported by its governance frameworks, policies and procedures, including but not limited to:

- **Modern Slavery Policy**, which outlines the RAS' commitment to preventing modern slavery and sets expectations for employees and suppliers.
- **Whistleblowing Policy**, which enables individuals to safely disclose wrongdoing, including matters relating to potential modern slavery risks.
- **Grievance and Dispute Handling Policy**, which provides fair and transparent processes for raising and addressing workplace concerns.

OPERATIONS

The RAS operates primarily within New South Wales, with its principal place of business located at 1 Showground Road, Sydney Olympic Park NSW 2127.

The core activities of the RAS include:

- Operation of Sydney Showground as a major events, exhibition and entertainment venue.
- Animal registration services through the Australasian Animal Registry.
- Agricultural education, youth and community programs.
- Delivery of the Sydney Royal Easter Show and Sydney Royal Competitions.

STRUCTURE

The RAS is a not-for-profit organisation registered with the Australian Charities and Not-for-profits Commission ('ACNC') and governed by a Council elected by its Members. The Board is a standing committee of Council and exercises delegated authority in overseeing the operations and strategic direction of the organisation. The Chief Executive is responsible for the day to day management of the RAS under the direction of the Board.

- RAS Councillors, elected from the Members, are registered as Responsible Persons under the *Australian Charities and Not-for-profits Commission Act 2012* and serve on the primary governing body, the Council.
- The Board, as a standing committee of Council, carries responsibility for overseeing operations and strategic direction, with authority delegated by Council under the Rules.
- The Chief Executive is an ex officio member of Council and the Board and is responsible for the day to day management of the organisation.

SUPPLY CHAIN

The RAS procures a broad range of goods and services to support its operations. Key supply chain categories include but are not limited to:

- Property management, cleaning and maintenance services.
- Event operations, security, traffic control and crowd management.
- Hospitality and catering services.
- Construction, trades and infrastructure maintenance.
- Information technology hardware, software and telecommunications.
- Marketing, professional services and corporate support services.

The majority of RAS procurement is domestic. From time to time, the RAS also procures certain goods manufactured overseas, such as event related products including decorative materials and merchandise. These goods may be sourced through extended global supply chains.

MODERN SLAVERY RISKS

The RAS has assessed the risk of modern slavery practices within its own direct operations as low, given its operations are conducted in Australia and are subject to Australian workplace, industrial and safety laws.

The RAS recognises that potential modern slavery risks may arise within parts of its supply chains, particularly in relation to:

External service providers:

- Outsourced service providers, contractors and suppliers, particularly in labour intensive services where subcontracting and the use of migrant labour may occur.
- Services such as cleaning, security, maintenance, hospitality, turf management and construction, which may involve short term, project based or event related labour.

The RAS seeks to address these risks through contractual controls, supplier engagement and governance oversight.

External information technology (I.T) providers:

- Manufacturing of information technology equipment and electronic goods, which may involve complex overseas supply chains.
- The RAS includes modern slavery compliance requirements in relevant agreements with technology providers to support appropriate governance and oversight.

These risks are considered inherent to the nature of the industries rather than specific suppliers. No confirmed instances of modern slavery were identified during the reporting period.

DUE DILIGENCE AND REMEDIATION

OPERATIONAL DUE DILIGENCE

The RAS continues to identify and assess modern slavery risks through its governance, procurement and contracting processes. This includes:

- Incorporating modern slavery clauses into contracts where appropriate.
- Reviewing and updating the RAS Modern Slavery Policy as required.
- Maintaining reporting and escalation pathways for suspected issues.

STAFF TRAINING

Modern slavery awareness is incorporated into broader governance and compliance training. The RAS continues to build staff awareness, particularly for employees involved in procurement and contract management, through:

- Mandatory participation in online modern slavery training.
- Targeted training for senior management to support identification, mitigation and escalation of risks.

SUPPLIER DUE DILIGENCE

Supplier due diligence focuses primarily on contractual obligations and risk based engagement. Enhanced monitoring is applied on a case by case basis where higher risk categories are identified. The RAS remains committed to progressively strengthening its approach to supplier risk identification and mitigation over time.

EFFECTIVENESS

As a first year reporting entity, the RAS has focused on establishing baseline governance, controls and oversight to support the identification and management of modern slavery risks. At this stage, effectiveness is assessed qualitatively through management review and oversight of the implementation of key controls, rather than quantitative performance metrics.

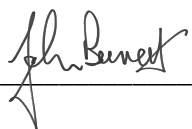
APPROVAL AND SIGNATURE

This Modern Slavery Statement was approved by the Board of the Royal Agricultural Society of NSW, acting under delegated authority from Council and being the principal governing body of the reporting entity for the purposes of the Modern Slavery Act 2018 (Cth), on 17 March 2026.

Signed on behalf of the Royal Agricultural Society of NSW:

Name: John Bennett OAM, President

Title: Director

Signature:  _____

Date: Monday 23 March 2026

Name: Sam Walker, Treasurer

Title: Director

Signature:  _____

Date: Monday 23 March 2026