

# MCET Modern Slavery Statement

Financial Year 2024

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## Acknowledgement of Country

Built on the banks of the Birrarung (Yarra River), Melbourne Convention and Exhibition Centre (MCEC) Acknowledges the Traditional Owners of Narm, the Wurundjeri Woi Wurrung people of the Kulin Nation. We pay our respects to their Elders past and present, and to Elders of all First Nations communities that visit MCEC. We recognise the ongoing significance of the Birrarung to Traditional Owners as a life source and a meeting place for millennia and seek to honour this long-standing tradition of building community and exchanging ideas on these lands.

As operators of the future Nyaal Banyul Geelong Convention and Event Centre, we Acknowledge the Traditional Owners of Djilang (Geelong), the Wadawurrung people of the Kulin Nation. We pay respects to their Elders past and present, and thank them for gifting the centre its name, returning language to Country. Meaning ‘open your eyes to the hills’, once open, Nyaal Banyul will encourage visitors to the venue to look deeply and appreciate the landscapes and history of Wadawurrung Country.

## Message from our Chair

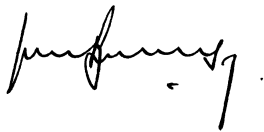
As an industry leading venue operator, the Melbourne Convention and Exhibition Trust (Trust) recognises the important role it plays in helping to address modern slavery. As an organisation with a significant impact on the Victorian economy and touchpoints across the Australian and international business ecosystem, MCET is deeply committed to ensuring that its influence is both positive and sustainable.

MCET believes in respecting human rights and eliminating modern slavery risks and know this is a collective responsibility across its business. MCET understands the responsibility it has to those it employs, the customers it serves, the suppliers it engages and the world of work at large.

This inaugural Modern Slavery Statement, made in accordance with section 14 of the *Modern Slavery Act 2018* (Cth) and approved by MCET, provides an opportunity for MCET to reflect on the task ahead in addressing modern slavery in its day-to-day operations.

### Notice of approval

*This statement was approved by the governing body of the Melbourne Convention and Exhibition Trust, its [Board of Trustees](#) pursuant to the [Victorian Convention and Event Act 1996](#), at a meeting held on 20 November 2024. It is signed for and on behalf of the Melbourne Convention and Exhibition Trust by the Chair.*



The Hon John Brumby AO  
Chair  
Melbourne Convention and Exhibition Trust

## About this statement

This Modern Slavery Statement ("Statement") covers the activities of Melbourne Convention and Exhibition Trust (MCET) (ABN 17 434 286 169) for the financial year ending 30 June 2024 ("Reporting Period"). MCET operates the Melbourne Convention and Exhibition Centre (MCEC) and will operate the future Nyaal Banyul Geelong Convention and Event Centre. References to 'Trust', 'our' and 'we' in this Statement are references to MCET.

This is the first statement provided by MCET under the Australian modern slavery reporting regime.

This Statement outlines the actions MCET has taken to identify and address modern slavery risks in our operations and supply chain. It applies to and describes the steps taken by MCET to seek to minimise the risk of modern slavery occurring in MCET's operations or supply chains.

## About us

MCET is responsible for the operation of Melbourne Convention and Exhibition Centre (MCEC) and the future Nyaal Banyul Geelong Convention and Event Centre (Nyaal Banyul).

Located in South Wharf, Victoria, MCEC comprises the Melbourne Exhibition Centre, opened in February 1996, the Melbourne Convention Centre, opened in June 2009, and the exhibition expansion, opened in July 2018. These three fully integrated facilities trade as Melbourne Convention and Exhibition Centre, under the direction of MCET.

Currently in development and located on Western Beach Rd along the Geelong Waterfront, Nyaal Banyul will open in 2026. The Western Beach cliffs have been a significant cultural and spiritual place for Traditional Owners. The future centre will see the return of events and community gatherings to this site, where the Wadawurrung people have gathered together for thousands of years.

MCET reports to the Victorian Minister for Tourism, Sport and Major Events, Steve Dimopoulos MP.

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### Our purpose

Welcoming places for people to share ideas, build communities, and leave legacies.

### Our vision

The world's trusted partner for delivering impactful events.

### Our values

Our values are at the heart of everything we do. They guide our actions, decisions, and the way we connect to help everyone feel like they belong.

- **One team** - Success comes from working and celebrating together.
- **Own it, do it well** - Do your best and get better every time.
- **Respect** - Respect each other and our customers.

By living our values, we deliver positive impact in several ways and position MCET's venues as welcoming places for people to share ideas, build communities and leave legacies.

Addressing modern slavery goes to the heart of the MCET values; a better world of work is a world where everyone has access to fairly compensated, equitable, and safe work.

As operator of an internationally recognised venue in Melbourne, and future operator of a new premier regional site in Geelong, we have a commitment to make a positive impact in the local and global community, and broader events sector. We do this by working toward environmental change through our Sustainability Strategy, amplifying positive social progress through our Inclusion and Diversity Framework and forging partnerships with leading Australian charities and community organisations who share our values.

This Statement is part of this commitment.

## Structure, operations and supply chain

### Structure

MCET is established under the Melbourne Exhibition and Convention Trust Act 1996 (Vic) The Trust reports to The Honourable Steve Dimopoulos MP, the Victorian Minister for Tourism, Sport and Major Events. The Minister is responsible to Parliament for MCET's performance, including ensuring that proper accountabilities and controls are established and maintained. Seven Trustees including the Chair are appointed to the Trust and maintain strategic oversight of venues under operation of MCET. These include MCEC and Nyaal Banyul.

Management of MCEC and Nyaal Banyul is overseen by a Leadership team, led by the Chief Executive, and are responsible for delivering on the business strategic objectives and the operation of MCET's venues.

For the year ended 30 June 2024, MCET employed 359 full-time employees, and the full-time equivalent of 23 part time and 202 casual employees.

### Operations

#### History and background

MCET was established in August 1994, under the *Melbourne Exhibition Centre Trust Act 1994*, (1994 Act) to oversee the development and management of the then Melbourne Exhibition Centre.

The *Melbourne Convention and Exhibition Trust Act 1996* was enacted on 5 February 1997, repealing the 1994 Act and establishing a new Trust. The new Act permitted increased responsibilities for the Trust including the ownership and management of both the Melbourne Exhibition Centre and the Melbourne Convention Centre. The Melbourne Convention Centre, formerly the World Congress Centre Melbourne, was vested in the Trust in February 1997.

In May 2022, it was announced that MCET would operate Nyaal Banyul, which will open along the Geelong waterfront in 2026.

## Melbourne Convention and Exhibition Centre

Located in the heart of Melbourne, MCEC is Australia's largest convention and exhibition space and a major contributor to Victoria's economy. It comprises:

- 63 meeting rooms of various sizes
- 39,000 square metres of pillarless exhibition space
- Grand banquet and gala spaces with spectacular views of Melbourne
- And versatile theatre spaces seating up to 5,500 guests.

Over the last 25 years, MCEC has hosted more than 20,000 events attracting millions of local, national and international visitors and generating billions in economic benefit to the state of Victoria.

## Nyaal Banyul Geelong Convention and Event Centre - Opening 2026

A future feature of the Geelong waterfront, Nyaal Banyul will include purpose-built convention and exhibition space, incorporating a 1,000 seat venue, two large exhibition spaces, meeting rooms, conference facilities and flexible event spaces.

Geelong's Western Beach Cliffs are an important cultural and spiritual place for Wadawurrung people and the public plaza will see the return of events and community gatherings to the site, a place where the Wadawurrung people gathered together for thousands of years.

## Supply chain & procurement

In the 2024 financial year, MCET spent approximately \$57 million procuring goods and services from over 500 suppliers to support the delivery of events at MCEC.

MCET takes pride in reporting that approximately 96% of its spend originated with suppliers that are Victorian based, with just under 3% of spend originating with NSW based suppliers and nominal spend originating from other states of Australia.

Less than 0.1% of MCEC's spend in FY24 occurred outside of Australia. Understanding MCET's broader direct and indirect supply chain, including a better understanding of source countries and other factors which may present modern slavery risks, is a complex process. .

The suppliers engaged by MCEC are broadly grouped into the following categories:

- **Food and Beverage** including suppliers of fresh and frozen food and ingredients, suppliers of non-alcoholic and alcoholic beverages.
- **Facilities and Property** including maintenance and repair works, engineering, design, furniture and general hardware.
- **Utilities** including electricity, gas and water.
- **Labour Hire** including operational staff, professional staff and security staff.
- **ICT** including suppliers of hardware, software and licensing services.
- **Event Services** including cleaning and security.
- **Corporate Services** including marketing, finance, insurance and consulting/advisory services.
- **Audio Visual** suppliers of new equipment, rental equipment and other audio-visual related services.

## Understanding our modern slavery risks

### Operations

MCET recognises that everyone has the right to be treated fairly within the workplace, in an environment that celebrates diversity. MCET is a leader in the events and hospitality industry and our collective commitment is to ensure all employees are recognized and fairly remunerated for their skills and attributes.

The MCET Enterprise Agreement and MCET's policies and frameworks provide an industrial relations and governance structure for the selection, hiring, rostering and fair remuneration of employees.

Following the Fair Work Commission's annual minimum wage decision, MCET conducts an annual Better Off Overall Test (BOOT) of Enterprise Agreement pay rates to ensure that remuneration and conditions remain above the Award minimum. Our workforce planning practices ensure that employees work hours that are consistent with our Agreement or contract conditions and are compliant to any additional requirements such as Visa terms and conditions.

The following policies support our management of modern slavery risks:

- MCET Code of Conduct
- Discrimination, Harassment and Bullying Policy
- Sexual Discrimination and Harassment Policy
- Recruitment and Selection Policy
- Occupational Health & Safety Policy
- Leave Policy (inclusive of domestic violence leave)

In addition, the following frameworks and action plans support the management of modern slavery risk:

- Inclusion and Diversity framework
- MCET Gender Equality Action Plan
- Accessibility Action Plan
- Reconciliation Action Plan
- Sustainability Strategy

### Supply chain & procurement

As this is MCET's inaugural Modern Slavery Statement, our initial assessment of our procurement and supply chain considered factors below as an indicator of our potential risk profile:

- **Sector and industry risk**, where certain sectors are unregulated and informal in nature, and may be seasonal and low-paying.
- **Product and services risk** where products and services are regarded as having a higher inherent risk profile and may rely on low-skilled labour and involve dangerous, difficult and dirty work.
- **Geographic risk** includes regions and countries without strong labour laws and governance standards that may be vulnerable to bribery and corruption.
- **Supply Chain Model risk** where third parties may be relied on for the provision of services (such as cleaning and labour hire).

MCET recognises that there is potential for modern slavery risk in our extended supply chain and has identified that of the potential risks above, the following three carry higher risk for our organisation.

1. The first is where our **suppliers may source goods from higher risk countries and jurisdictions** (such as AV equipment, clothing and linen).
2. We also recognize that modern slavery risks may exist in our Food and Beverage category, where the **potential exists for more complex supply chains with seasonal and migrant workforces occasionally engaged in the sector** and through the broader supply chain of that sector (such as fruit and vegetables agriculture).
3. Thirdly, MCET does rely on third parties for the provision of certain services (such as cleaning and casual labour hire) which have been identified as higher risk industries. When assessing these risks to MCET's supply chain, MCET acknowledges that where multiple risk factors co-exist, there is an increased risk of modern slavery.

Whilst some risks exist, as an entity that overwhelmingly procures and sources its goods and services from a supplier base located within Victoria, Australia (a country deemed low risk on the [Global Slavery Index](#)), it is MCET's initial assessment that our direct supply chain inherently carries a low risk of modern slavery.

On review, MCET did not find any significant or material risks within its supply chain, and no instances of modern slavery were reported or identified during the FY24 period. We acknowledge that managing modern slavery risks requires constant vigilance and MCET is committed to continuous and ongoing improvement in the way it manages these risks.

## Addressing risks of modern slavery

MCET is committed to identifying, assessing, and managing risks in our operations and supply chain. Our approach to addressing modern slavery risks is based on three key areas:

- Risk Identification and Assessment
- Training and Awareness
- Policies and Procedures

We understand the importance of working collaboratively with our employees, suppliers, and the broader industry to combat modern slavery. Over this reporting period, we have made important progress in implementing steps to assess and address modern slavery in our operations and supply chains.

## Due diligence

In FY24, we undertook initial risk assessments to identify any key modern slavery risks that existed within our operations and supply chains. The results of our due diligence have confirmed that our highest risk areas relate to a relatively small number of our suppliers and sectors and therefore these areas are our key focus for managing modern slavery risks.

We have also implemented due diligence through our supplier onboarding process and embedded modern slavery considerations and requirements for information sharing in our tendering and sourcing process.

A questionnaire and screening process is a mandatory requirement for all new suppliers to MCET. This helps provide information on MCET's expectations and supplier insights as part of our modern slavery risk assessment. We also undertook targeted audits of certain suppliers identified as higher risk, through conducting both workplace assessments and interviews with



our suppliers to determine the standards and controls that exist in those workplaces. MCET found no instances of exploitation through these audits. MCET anticipates building on this work in 2024-25 through extending its audit program.

Our supplier contract terms and conditions include requirements for our suppliers to comply with the Modern Slavery Act 2018 (Cth) and inform us of any identified instances of modern slavery in its operations.

Every six months, MCET reviews and analyses its procurement and purchasing patterns to identify the geographic locations and associated risks of modern slavery.

## Training

MCET is training its team members to help identify and manage modern slavery risks. Initial training has concentrated on the core procurement team and is particularly focused on enhancing awareness of modern slavery risks and how they may arise in our business. In 2024-25, MCET shall formalise and extend this training to broader business teams and stakeholders.

## Policies and procedures

Our policies and procedures ensure we have frameworks in place to enable us to assess and address modern slavery risks. These policies and procedures include:

### *Employee Code of Conduct*

Our Code of Conduct provides a basis for ethical behaviour, responsible business practice and good governance. Aligned to the Victorian Public Sector's Code of Conduct and guided by our values, MCET's Code of Conduct ensures we meet the expectations of our stakeholders, customers, employees, governments and community in which we operate.

### *Risk Management Policy*

MCET recognises that identifying risks and managing them is critical to the achievement of its goals. MCET supports a positive organisational culture that promotes risk management as an integral part of well-informed decision making.

### *Supplier Code of Conduct*

As a Victorian Government extension agency, all suppliers to MCET are required to comply with the Victorian Government Supplier Code of Conduct. The Code of Conduct explicitly addresses Modern Slavery and the expectations of the Victorian Government.

### *Procurement Policy and Governance Framework*

Our Procurement Policy stipulates that MCET is committed to ethical, sustainable and socially responsible procurement, and our Procurement Governance Framework outlines how to promote and maintain good behaviour, governance, and reporting to improve procurement and supplier management.

## Effectiveness of actions & controls

As this is MCET's first Statement, we have prioritised the delivery and implementation of the actions and initiatives in this Statement.

We are committed to reviewing the effectiveness of our actions by regularly reviewing our modern slavery processes, with senior management meeting annually to consider whether we are appropriately identifying and evaluating our modern slavery risks; and conducting an annual review of our processes, policies and actions, to ensure we are appropriately identifying and evaluating our modern slavery risks.

In FY25, MCET intends to build on work begun in FY24, through the development of key performance indicators and monitoring our performance using expanded data capture and analysis.

## Consultation

During 2023-24, there was consultation and collaboration by subject matter experts across procurement, legal counsel, governance and compliance, people and culture, sustainability and social impact to understand and develop the modern slavery framework within MCET.