

JOURNEY BEYOND

MODERN SLAVERY STATEMENT

Financial Reporting Year
1 Jan – 31 Dec 2021

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1 The Reporting Entity - Reporting Criteria 1

Journey Beyond is a national business, focused on bringing Australia’s most unique and iconic experiences to life, and is one of the largest experiential tourism businesses 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.

For the purposes of the Act, the reporting entity is Experience Australia Group Pty Ltd (t/a Journey Beyond).

Reporting Entity:

Experience Australia Group Pty Ltd (t/a Journey Beyond)

ABN: 56614713003

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

This statement covers all entities under Experience Australia Group Pty Ltd’s group structure (controlled entities). A list of these controlled entities is found at Appendix A.



2 Our Operations, Business Structure - Reporting Criteria 2

Journey Beyond’s operational activities cover a wide national footprint in Australia, with operations and assets in all states. From Parkland Terminal in Adelaide, SA to our Reefworld Pontoon located 39 Miles off the coast of Airlie Beach in the Great Barrier Reef.

Operating on Land, at Sea and in the Air to deliver the most unique and iconic Australian experiences to our guests from sea to shining sea.

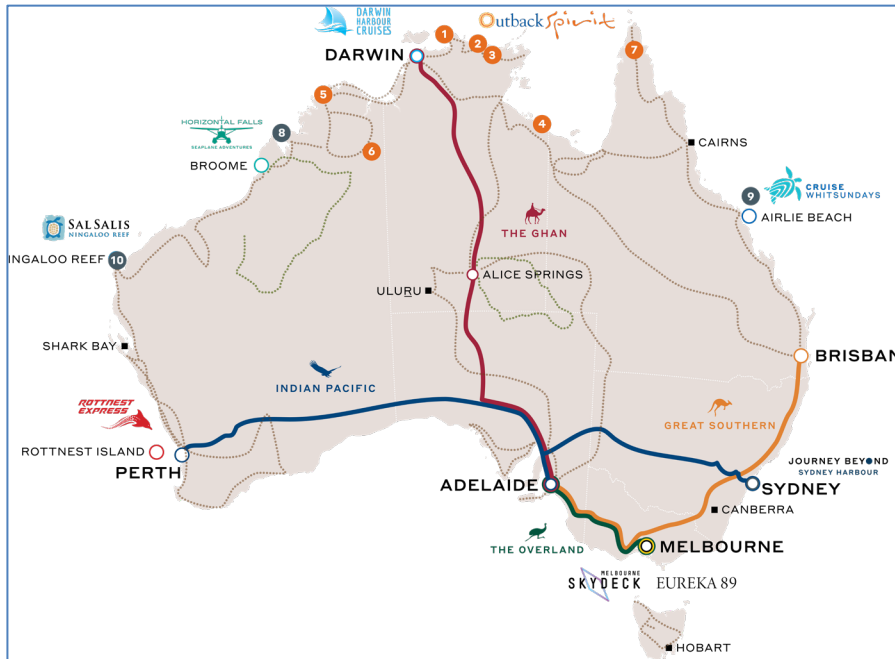
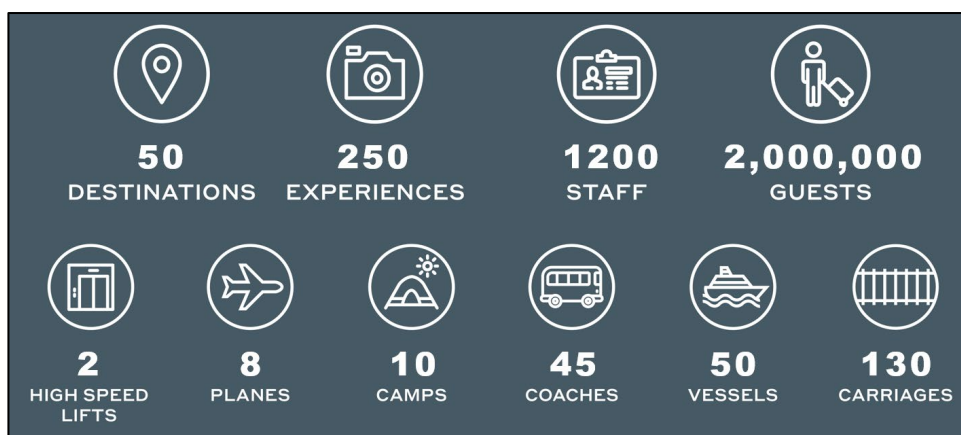


Figure 1. Map showing operation locations for all Journey Beyond entities.

Journey Beyond is made up of 11 operating entities across Australia. A group overview of our locations, assets, annual and staff numbers can be seen in the graphic below:



A list of Journey Beyond’s controlled entities is available at Appendix A. All controlled entities operate under the direction and governance of Experience Australia Group Pty Ltd (Journey Beyond).

Our Supply Chain

Journey Beyond engages a diverse range of suppliers from established companies to local family-owned businesses, located mainly in Australia alongside a few other countries, for an array of goods and services.

In CY21, Journey Beyond had 2,432 Tier 1 suppliers across our operations with an aggregated spend of ~\$134m. Our supply chain data in CY21 shows:

- 99% of spend was with suppliers directly based in Australia as compared to 98.5% in CY20
- Top-spend categories include activities such as Repairs & Maintenance, Fuel, Tours, Operations, Marketing and Food & Beverages.

Supply Chain Locations

Australia
2,385 Suppliers

Overseas
47 Suppliers

Overseas Supplier Locations

China	15
USA	10
New Zealand	8
UK	5
Singapore	4
Taiwan	1
Fiji	1
Ireland	1
France	1
Japan	1

Annual Spend
In Australia
\$132 Million
Overseas
\$1.8 Million

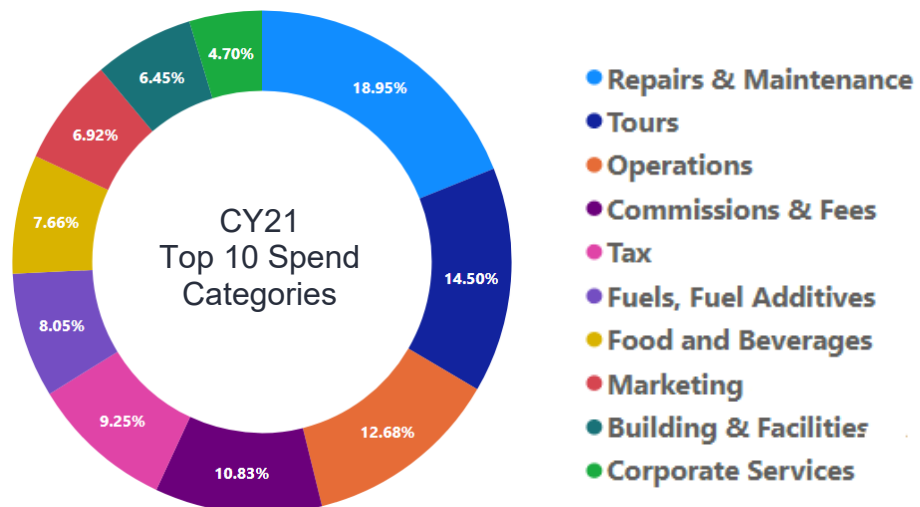


Figure 2. Top 10 Categories by Spend Value %.

Journey Beyond understands that there is a range of human rights violations that constitute modern slavery risk and acknowledges that our operations and supply chain could be directly or indirectly linked to modern slavery practices.

SECTOR AND INDUSTRY RISKS	PRODUCT AND SERVICES RISKS <i>Global Slavery Index – Top 15 Risk Products:</i>	GEOGRAPHIC RISKS <i>Global Slavery Index Top 10 Countries with the highest prevalence of modern slavery</i>	SUPPLY CHAIN MODEL RISKS
High-risk globally include: - Mining / Extractives - Textiles and Fashion - Fishing - Electronics - Cleaning and - Agriculture	Cotton Apparel & Clothing accessories Cattle Sugarcane Gold Carpets Coal Fish Rice Timber Cocoa Diamonds Computers, Laptops & Mobile phones	1. North Korea 2. Eritrea 3. Burundi 4. The Central African Republic 5. Afghanistan 6. Mauritania 7. South Sudan 8. Pakistan 9. Cambodia 10. Iran	Larger and more complex the 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			
Low Risk in these sectors. With a focus on: - Agriculture/Food Production due to this being a high category of spend for the group. - Textiles/Fashion with a significant spend on uniforms across the group.	Low Risk 4 of 15 Products with direct impact into Journey Beyond's supply chain with significant spend - Uniforms (Apparel & Clothing Accessories) - IT Equipment (Computers, Laptops & Mobile Phones)	Low Risk - No engagement with any Tier 1 suppliers from the Top 10 Risk Countries.	Medium/Low Risk – ~2,500 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.

Our Group Manager – Procurement & Efficiency came onboard in May 2021 to begin to develop a roadmap that aims to demonstrate modern slavery risk identification, mapping in our supply chain, continuous improvement and make a positive impact in the fight against modern slavery.

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

Most of the reporting Group’s Tier 1 suppliers are located in Australia where a greater awareness of modern slavery is prevalent and therefore, based on external data available through Walk Free “Modern Slavery Index”, represent a lower risk of modern slavery.

According to the Australian Border Force, ‘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.’

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

- **Hospitality & Travel** – 14.5% of Total CY21 Spend in this Sector
 - including airlines, hotel chains, car rental companies and tour operators
- **Property Services** – 6.5% of Total CY21 Spend in this Sector
 - including facilities management, utilities, cleaning and waste management.
- **Marketing** – 6.92% of Total CY21 Spend in this Sector
- **Food & Beverage** - 7.12% of Total CY21 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 has 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.

3 Our Actions - Reporting Criteria 4

Assessing Modern Slavery Risk

As part of our initiative to identify modern slavery and mitigate associated risks in our business and supply chain, in CY21 Journey Beyond’s Procurement team carried out a supply chain mapping exercise to identify modern slavery risks against to key criteria:

- Geographical: Mapping Tier 1 Suppliers against high-risk geographical locations (e.g. Top 10 listed by 2018 Global Slavery Index www.globallslaveryindex.org)
- Industry Category: Assessing high-risk sectors against Journey Beyond’s engagement with these sectors by % spend.. Key sectors assessed include: cleaning services, food & beverage production, hospitality and property management providers

Journey Beyond’s Actions in CY21

- Included Modern Slavery considerations in our supplier engagement processes.
- Updated all company procurement Terms & Conditions to include Modern Slavery considerations when entering into new contracts.
- Expanded Journey Beyond’s tendering and supplier onboarding process to include consideration of modern slavery risk.
- Assessed Journey Beyond’s Suppliers for potential modern slavery exposure (based on geographic risk levels and industry sector specific risk levels).

From this initial approach to understanding our supply chain, the Procurement team will develop a Supply Chain Assessment Framework which to roll out to Journey Beyond’s key supply partners, being material suppliers of goods and services necessary for the Group operations.

The 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.

The Supply Chain Assessment Framework will be used to assess the performance of our strategic suppliers against our requirements and expectations with respect to modern slavery and human trafficking.

4 Future Priorities

Journey Beyond's Future Priorities

- Development and Roll out the Supply Chain Assessment Framework.
- Further engage and assess Journey Beyond's Suppliers for potential modern slavery exposure
- Collaborate with suppliers and other organisations to share knowledge and best practices; and
- Developed performance indicators to assess the impact of our actions on the risk of modern slavery in our supply chains.

In CY22, Journey Beyond will further strengthen our practices, systems and performance in relation to modern slavery risk management.

Journey Beyond will develop an Action Roadmap, to define commitments, actions and processes for continuous improvement of our modern slavery risk management, and Supply Chain Assessment Framework to further identify risk in our supply chain.

Journey Beyond adopts a continuous improvement approach to its performance in this area. As a company, 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.

Key areas of focus for Journey Beyond include:

- implementing a Supply Chain Assessment Framework for our key suppliers to assist Journey Beyond in further
- Creating and implementing a self-assessment questionnaire for all current suppliers and incoming new supplier to complete,
- updating a number of our relevant policies to include specific references to modern slavery and human trafficking.

5 Additional Information

Assessing Effectiveness of Actions - Reporting Criteria 5

This year, Journey Beyond will implement a Modern Slavery Working Group to set objectives and to track our performance and assess the quality and effectiveness of our actions in CY22. This group's role will include:

- Develop a Modern Slavery Action Plan for Journey Beyond and its entities.
- Mapping percentage of Tier 1 & Tier 2 suppliers assessed for modern slavery risk.
- Mapping percentage of direct suppliers subject to enhanced risk assessment.
- Developing worker induction material to introduce employees to the topic of modern slavery.

Consultation with Journey Beyond owned entities - Reporting Criteria 6

This statement covers all entities under Experience Australia Group Pty Ltd's group structure (controlled entities). A list of these controlled entities is found at Appendix A.


These entities are covered by Journey Beyond's policies, procedures, standards and systems including those relating to Procurement, Health and Safety and Human Resources. The controlled entities all operate under the direction and governance of Journey Beyond.

Other information - Reporting Criteria 7

Journey Beyond recognises the risk of modern slavery may be heightened by COVID-19. We continues to take action to support our personnel and suppliers in the mitigation of modern slavery and other business risk in CY22, by:

- Working with Tier 1 and Tier 2 suppliers to improve knowledge and awareness of modern slavery risks.
- Partnering with small, local suppliers who faced significant economic impacts as a result of the market downturn, including, in some instances, modifying payment processes to support cashflow issues.

This Statement is approved by the governing body of the reporting entity and signed here by a responsible member:

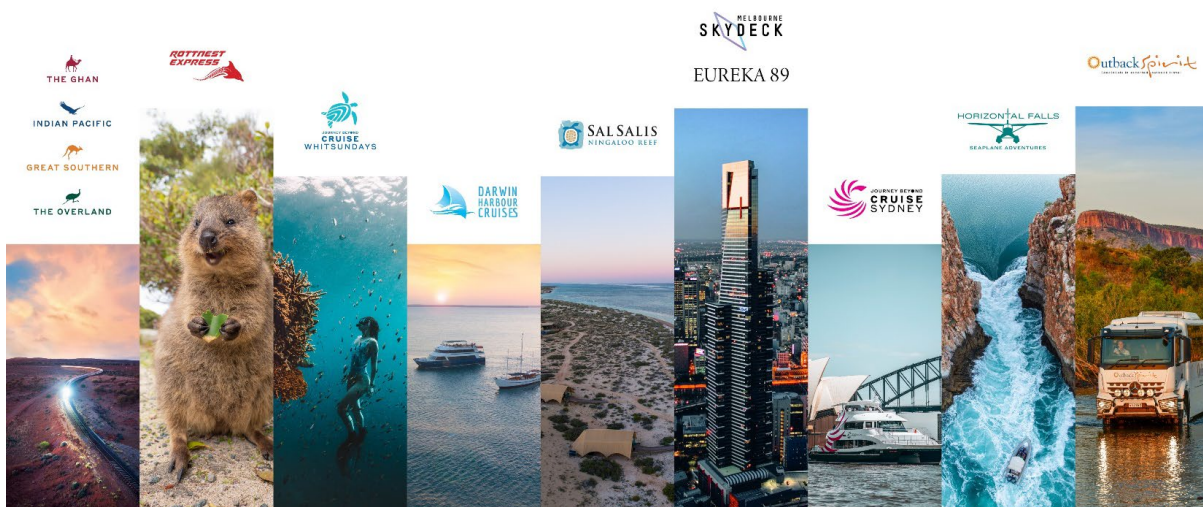


Steve Bushaway, CFO

Appendix A - List of Entities

These entities are covered by Journey Beyond’s policies, procedures, standards and systems including those relating to Procurement, Health and Safety and Human Resources. The controlled entities all operate under the direction and governance of Journey Beyond.

ENTITY	ABN	BUSINESS ADDRESS
CRUISE WHITSUNDAYS PTY LTD	70105420737	24 The Cove Rd Port of Airlie Airlie Beach
HORIZONTAL FALLS PTY LTD	52630464309	Hanger 14, Gus Winckel Rd Djugun Broome, WA 6725
WADJEMUP TRADING PTY LTD T/A Rottneest Express	58123484515	1 Emma Place Fremantle WA
OUTBACK SPIRIT TOURS PTY LTD	74006972130	93 Bennu Ct ALBURY, NSW 2640
JOURNEY BEYOND CRUISES SYDNEY PTY LTD	87629928338	Wharf 8, King Street Wharf, Sydney NSW 2000
JOURNEY BEYOND CRUISES DARWIN PTY LTD	74629928221	13 Kitchener Drive Stokes Hill Wharf DARWIN, NT 0800
JOURNEY BEYOND NINGALOO PTY LTD Ningaloo Sal Salis	66630465182	Yardie Creek Rd, Cape Range National Park WA 6707
GREAT SOUTHERN RAIL LIMITED t/a Journey Beyond Rail Expeditions	5907947694	Adelaide Parkland Terminal, Richmond Road, Keswick SA 5035
EUREKA 89 PTY LTD	31118062632	Level 89, 7 Riverside Quay, Southbank, VIC 3006
MELBOURNE EUREKA TOWER OBSERVATION DECK PTY LTD Melbourne Skydeck	51113014396	Level 88, 7 Riverside Quay, Southbank, VIC 3006





JOURNEY BEYOND

 THE GHAN
  INDIAN PACIFIC
  GREAT SOUTHERN
  THE OVERLAND

 CRUISE WHITSUNDAYS
  DARWIN HARBOUR CRUISES
  Outback Spirit
  SAL SALIS NINGALOO REEF

 HORIZONTAL FALLS SEAPLANE ADVENTURES
  MELBOURNE SKYDECK
 EUREKA 89
  ROTTNEST EXPRESS
  JOURNEY BEYOND CRUISE SYDNEY

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