

Canberra District Rugby League Football Club Ltd

ACN 008 568 634

Modern Slavery Statement

Reporting Period: 29 October 2024 – 27 October 2025

1. Introduction

This statement covers the activities of the reporting entity, Canberra District Rugby League Football Club Ltd (ACN: 008 568 634) (**CDRL**) and its controlled entities (**Canberra Raiders Group**) during the financial year ended 27 October 2025.

The Canberra Raiders Group is committed to upholding the principles of ethical conduct, respect and fairness in all aspects of our operations. We recognise that modern slavery is a serious violation of human rights and are committed to identifying, assessing, and addressing risks of modern slavery within our operations and supply chains, in accordance with the *Modern Slavery Act 2018 (Cth)*.

2. Structure, Operations and Supply Chains

Our Structure

The Canberra Raiders Group is a not-for-profit organisation based in Queanbeyan, NSW and Canberra, ACT. We primarily operate within the sporting and hospitality sectors, managing several licensed clubs, a professional rugby league club competing in the National Rugby League (NRL) competition, as well as running local rugby league competitions in the region. The Company operates under the governance of a Board of Directors and is managed by an executive leadership team.

CDRL is the parent company and controls the following entities:

- Canberra Raiders Leagues' Club (Southside) Limited
- Canberra Raiders Sports Club Limited
- The Canberra Raiders Pty Limited
- 57 Restaurant Pty Limited
- Canberra Region Junior Rugby League Inc

- Monaro Riverview Pty Limited
- Mildura Street Land Development Pty Limited
- Mildura Street Quad Pty Ltd
- MRC79 Developer One Pty Limited
- MRC79 Landowner One Pty Limited

Our Operations

The Canberra Raiders Group provides:

- gaming, food and beverage services to our members and their guests
- sporting facilities, operates sporting teams, provides sporting events and sells merchandise and membership packages
- operates the local rugby league competitions
- undertakes investment and construction activities in the furtherance of its objectives.

The Canberra Raiders Group employs 880 staff and are proud to be such a large employer in our local community.

Our Supply Chains

As a community-based organisation, the Canberra Raiders Group engages with as many local suppliers as possible and our management team has long-established relationships and knowledge of the operations of many of our suppliers.

We also engage with some national corporations and procure goods and services that are produced overseas.

The Canberra Raiders Group engages suppliers in the following categories:

- gaming, food and beverage
- sporting goods, licensing, retail and merchandise suppliers
- cleaning, security, maintenance, and facility services
- venue hire and match day operations
- construction services

3. Risks of Modern Slavery Practices

We have identified the highest areas of concern in our supply chain to be the following activities:

- **Hospitality and catering supply chains:** Risks associated with agricultural production, seafood, and imported food ingredients or through contractors employing migrant or casual labour.
- **Merchandise, apparel and promotional material:** Risks in overseas manufacturing, particularly in regions with limited labour regulations.
- **Construction, facilities and cleaning services:** Potential for exploitation of migrant or temporary workers.
- **Event staffing:** Labour hire arrangements may obscure employment conditions and expose vulnerable workers.

The Group has identified that the risk within our day-to-day operations with local employees and suppliers is low.

We have identified a small number of suppliers that may pose a medium risk based on the categories identified above and/or their geographical location. We will continue to focus on a deeper investigation and monitoring of those suppliers.

4. Actions Taken to Assess and Address Modern Slavery Risks

We have reviewed our supplier lists and conducted a risk assessment which considers a number of indicators of modern slavery risks including sector and industry, the type of products and services and entity-specific risk.

The Canberra Raiders Group has introduced mandatory training on modern slavery risks for all staff holding management positions and responsible for procurement processes.

Through a detailed review of the supplier list, we have:

- Identified suppliers that are low risk based on management's knowledge of their operations and discussions with the supplier
- Identified suppliers that have undertaken their own assessment of modern slavery risks and have issued their own Modern Slavery Statement

- Issued requests for further information from suppliers where they are considered to be a medium or higher risk and there is no evidence of them having completed their own assessment of modern slavery risks.
- Identified and are working with suppliers that are deemed medium risk to further investigate their supply chains.

The Canberra Raiders Group will continue to monitor and adapt our supply chain to reduce the risks of modern slavery through procurement practices and awareness training.

Through our governance processes we will create a culture of awareness around modern slavery risks and encourage disclosure of risks. The Canberra Raiders Group maintains a Whistleblower Policy which allows confidential reporting channels to be accessible to employees, contractors and suppliers.

During the reporting period no incidents of modern slavery were identified.

5. Assessing the Effectiveness of Our Actions

The work we have done over the reporting period has provided us with a better understanding of modern slavery risks and issues that may exist in our supply chain. Our actions in reviewing our supply chain have also created greater modern slavery risk awareness with our suppliers.

We are committed to continuous improvement and will continue to develop ways to review how effective our actions are in assessing and addressing modern slavery risks over time.

Specifically, in the next reporting period, we aim to:

- Continue to develop and improve our procurement practices
- Conduct follow-up reviews with key suppliers in higher-risk categories
- Increase collaboration with industry partners to share modern slavery risk insights and best practice
- Increase awareness and application of modern slavery risks throughout the organisation.

6. Consultation and Collaboration

This statement was developed in consultation with senior management, operations, procurement, and finance staff of CDRL and the entities that it controls.

7. Approval

This statement was approved by the Board of Directors of Canberra District Rugby League Football Club Limited on 17 February 2026.

Signed,



John McIntyre

Chairman

Canberra District Rugby League Football Club Limited