

## MODERN SLAVERY STATEMENT

This statement is made pursuant the Modern Slavery Act 2018 (Cth) in relation to the Parramatta Leagues' Club LTD ABN 52 000 218 655 and its controlled entities (PLC, Clubs and PNRL) to assess and address the risk of modern slavery in our business operations and supply chain for the financial year ending 31 October 2025 and beyond. The purpose of this statement is to outline our approach, frameworks and processes in place to identify, mitigate and manage the risk of modern slavery in our business operations and supply chain.

### Covered entities, structure, operations and supply chains

PLC is a not-for-profit member-based organisation that provides entertainment and dining facilities in Parramatta, Dundas, Dural and supports the Parramatta Eels NRL and NRLW rugby league teams. Profits are invested back into the community by grants or through investments in assets to benefit the community.

PLC's strategic ambitions focus on delivering great experiences, value to its members, patrons and support to the broader community. It aims to establish a robust business to future proof long-term success and build on the governance initiatives which culminated in the appointment of its new Board in March 2020. PLC, being at the heart of our community, aims to maximise its impact through its people and support of the community.

Our venues are:

- Parramatta Leagues - 1 Eels Pl Parramatta 2150 NSW
- Vikings Sports Club - 35 Quarry Rd Dundas Valley 2117 NSW
- Parramatta Eels - Cnr Memorial Ave & Stone Mason Dr Kellyville 2155 NSW
- Dural Club - 662A Old Northern Rd, Dural NSW 2158

The PLC Group consists of the following organisations:

- Parramatta Leagues' Club LTD (ABN 52 000 218 655)
- Parramatta National Rugby League Club Pty Limited (ABN 66 092 536 519)

The importance of social and sustainability objectives is represented in two of the Club's five strategic pillars i.e. People & Culture and Community Impact. Being a community-based organisation, the safety and wellbeing of its workers, members, and communities has always been a priority. Beyond this, the Club is fully aware of the sustainability agenda, its objectives and the responsible action expected from businesses as advocated by the Sustainability Development Goals, ESG and local legislation.

### *Supply Chain*

PLC's supply chains predominately relate to the sourcing of goods and services for the provision of food and beverage, hospitality, gaming, corporate and administration and the professional rugby league. Where possible, PLC's aims to support local, Australian - based suppliers.

PLC is committed to ensuring its own supply chain and related practices are well understood, and doing what it can to eradicate risks, inclusive of modern slavery where they may exist, by improving company procedures, systems and the application thereof.

PLC first completed an analysis of its group spend during FY2022 and continues the same for subsequent periods. Most of the Club's operating expenditure are Statutory and Services related, with Product spend only accounting for ~ 15% of total expenditure. PLC's impacted spend categories are:

- Food
- Beverage
- Cleaning products and services
- Security Services
- Gaming machines and devices
- Sporting Goods / Apparel / PPE
- Utilities

Key factors being considered when assessing suppliers include where materials/products are sourced from, policies and processes the supplier has in place, supplier employment practices and any known history of modern slavery or related breaches.

## Risks

The Club recognises many small suppliers are still coming to terms with the requirements of the Modern Slavery Act, evidence by the quality of their information in response to modern slavery requirements.

Given our supply chain is comprised by a large number of local suppliers, we see our overall risk as low. Regardless of our low risk profile, we understand the importance to being aware of our operations and the potential for modern slavery within our supply chain.

## Interventions

In response to the agenda on Modern Slavery and reporting obligations, PLC has implemented several initiatives to build awareness within the business and its supply chain. These include:

- Procurement Policy incorporates the sustainability agenda.
- Policies on Equal Employment Opportunity, Discrimination, Harassment and Bullying, Employee Code of Conduct and Whistleblowing, to promote a safe and positive work environment and reporting.
- Training of staff involved with procurement processes and/or the management of supplier agreements.
- A modern slavery assessment included in the tender process for risk categories/services.
- For risk categories, Supplier attestation to confirm payment of staff in line with the labour award and agreement for audits to be conducted by PLC if required.
- Supplier communications to create awareness on PLC's position on modern slavery.
- Modern slavery self-assessment questionnaire issued to a segment of suppliers that fall within the affected categories.
- Assessed appropriate technologies, to simplify the Supplier self-assessment process for risk categories/services.

When renewing agreements for goods and services, clauses on modern slavery have now been incorporated into contracts and tender documents. The aim being to highlight the importance of this and the intention to partner with suppliers who are committed to collaborating with PLC to identify and address any risks on modern slavery in our supply chain.

### Supply Chain

The plan for FY26 and beyond is to retain focus on risk categories, self-assessment questionnaires and the possible introduction of suitable technology to automate and streamline the supplier self-assessment process. Details below.

<p>CY26 and beyond</p>	<p><b>Ongoing Practices</b></p> <ul style="list-style-type: none"> <li>a. Supplier communications regarding ESG, to create awareness regarding the Group’s stance on modern slavery and the need for collaborative efforts to prevent and address these risks when identified.</li> <li>b. For affected categories, modern slavery information is a standard requirement in the tender documentation and contract process.</li> <li>c. For affected categories, hold information session(s) as required with suppliers to develop understanding, address questions, and explain reporting requirements.</li> <li>d. Suppliers in affected categories required to complete a modern slavery self-assessment questionnaire, preferably annually.</li> </ul> <p><b>Future Practices</b></p> <ul style="list-style-type: none"> <li>e. Enhance PLC capacity and capabilities to better monitor the supply chain, which includes the introduction of appropriate technology to facilitate supplier assessments and assess the risk profile of the supply chain.</li> </ul>
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### Effectiveness

The PLC Group recognises that measuring the effectiveness of its actions to address Modern Slavery risks in its operations and supply chains is important.

Implementation and effectiveness of actions will be managed as follows:

- The Procurement team will assess the information shared in the self-assessment questionnaire for affected spend categories. Material risks will be documented in the Procurement risk register for the attention of the Governance Risk and Compliance Manager and Chief Financial Officer.
- Procurement is responsible to follow-up and facilitate resolutions of risks with respective Suppliers, with support from the Manager: Governance, Risk and Compliance.
- The Manager: Governance, Risk and Compliance will monitor, and report progress to the Chief Financial Officer, pertaining to risk mitigation, resolutions and remaining risks.
- The Chief Financial Officer will review, intervene where necessary and report status to the Board Audit and Risk Committees for feedback and action(s) (where necessary).

## Consultation

During the reporting period, PLC focused on building awareness and gathering information from Suppliers in affected categories. Whilst the participation rate was fair, no material risks were identified. The Group will continue to engage Suppliers in the affected categories and aim to leverage technology to simplify and streamline this process to achieve better results.

Whilst the likelihood of risks is low, the effectiveness of our supplier assessment process is important for risk management and to highlight any areas requiring attention.

## Conclusion

The PLC Group will monitor implemented interventions and remains committed to ensuring the desired objectives on this important matter is granted the appropriate attention and effort.

This statement was approved by the Parramatta Leagues' Club Ltd Board of Directors.



Chris Dimou  
**Chief Executive Officer and Company Secretary**  
**Parramatta Leagues' Club Ltd**  
Date: 17 December 2025