



MODERN SLAVERY STATEMENT

1. General

1.1 Purpose

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018* (Cth) and outlines the steps taken by Racing NSW to identify, assess and address risks of modern slavery in its operations and supply chains during the reporting period.

1.2 Scope

This Statement covers the activities of the reporting entity of Racing New South Wales (ABN 86 281 604 417) ('**Racing NSW**').

2. Reporting Entity

This statement is made on behalf of Racing NSW.

2.1 Establishment of Racing NSW

Racing NSW is New South Wales' Principal Racing Authority (**PRA**) for thoroughbred racing. It is established under the *Thoroughbred Racing Act 1996* (NSW), which sets Racing NSW up as the representative body to control and develop thoroughbred racing in NSW.

2.2 Our Structure and Operations

Racing NSW is established as a body corporate by section 4 of the *Thoroughbred Racing Act 1996* (NSW) and operates on a non-for-profit basis. Racing NSW's registered office is located at Level 7, 51 Druiitt Street, Sydney NSW 2000.

In plain terms, Racing NSW is the commercial operator and regulator of the NSW thoroughbred racing industry. It has a wide range of commercial and regulatory functions and powers under the *Thoroughbred Racing Act 1996* (NSW) and other legislation such as the *Betting and Racing Act 1996* (NSW), the *Totalizator Act 1997* (NSW) and the *Betting Tax Act 2001* (NSW) as well as the Australian Rules of Racing.

Pursuant to Section 6(1) of the *Thoroughbred Racing Act 1996* (NSW), Racing NSW consists of the Chief Executive and 7 other members appointed by the Minister for Racing & Gaming from time to time. Subject to Section 5(1) of the *Thoroughbred Racing Act 1996* (NSW), Racing NSW does not represent the Crown and is not subject to direction or control by the NSW Government

Racing NSW is a member of Racing Australia Pty Ltd (RA), a joint venture company established for a variety of purposes including consolidating and commercialising racing information. The other Principal Racing Authorities throughout Australia are the other members of Racing Australia Pty Ltd. Racing NSW is a member of Racingcorp Pty Limited. Other related parties disclosed in the 2025 Annual Report include Racing NSW Country Limited and NSW TRB Training Limited.

Racing NSW conducts a diversified range of business activities across licensing, regulation, equine welfare, supply, digital and content, hospitality, marketing, media, technology, IT, data, legal, finance, strategy, participation, partnerships (corporate and government), education, PR, publicity, events, policy development, investigative services and elite thoroughbred racing. The main source of Racing NSW's revenue is from wagering under statutory schemes. In this respect, of Racing NSW's revenue in FY25 of \$410 million, less than \$90 million comes from traditional supply chains with \$288 million (70%) derived from statutory schemes in respect of wagering, a further \$22 million (5.4% from statutory workers compensation scheme) and \$15 million (3.7%) in interest.

Racing NSW's core operations were conducted at Racing NSW Head Office and across the state of New South Wales.

During the 2024–25 racing season, thoroughbred racing in New South Wales comprised approximately 737 race meetings and 5,406 races conducted across metropolitan, provincial and country racecourses. The industry supports a large network of participants and employees across the state.

2.3 Supply Chains

Racing NSW engages suppliers to provide goods and services to support its operations. However, as demonstrated above, less than \$90 million of Racing NSW's revenues are generated through traditional supply chains. Further, Racing NSW operates on a not-for-profit basis with the overwhelming majority of its revenue returned to industry participants.

The main types of goods and services that Racing NSW procures for its operations are the following key categories:

- **Race day operations:** Racing NSW provides stewarding services, veterinary services and broadcasting services to race clubs.
- **Technology and digital services:** Racing NSW engages suppliers to provide IT, marketing and digital services including data storage, data sharing, and consultants. Racing NSW also engages suppliers to provide hardware and software such as computers, printers, data storage, desk phones and audio-visual equipment to be used by our employees.
- **Professional services:** Racing NSW requires some external professional services to assist with specialised IT, taxation, legal and insurance related matters.
- **Hospitality and catering:** Racing NSW uses suppliers to assist in staging events relating to its operations and catering/hospitality services at those events.
- **Tools and machinery:** Racing NSW procures tools, safety equipment, machinery and other devices to assist with the operations of Racing NSW properties, hay farms and welfare farms.
- **Travel and accommodation:** Racing NSW procures travel and accommodation in the operation of its business.
- **Office equipment and corporate building maintenance:** Racing NSW also procures office consumables for employees, including stationery, amenities and kitchen consumables and procures corporate/building services including office maintenance services, cleaning and security.

Racing NSW engages its suppliers mainly on an annual or multi-year basis. Our suppliers are primarily located in Australia. We do procure minimal goods and services from locations overseas including the UK and America (such as digital content through Facebook, Google etc with headquarters overseas).

3. Risks of Modern Slavery Practices

3.1 Interactions with the NSW Thoroughbred Racing Industry

Each race club operates under its own governance structure and is responsible for the management of its racecourse and associated facilities. This includes the maintenance of race tracks and infrastructure, the management of club membership, and the hosting of the public at race meetings. A number of race clubs also operate training facilities, which are used by licensed trainers to prepare horses for racing. These training centres are managed by the relevant clubs. Trackwork activities and unofficial trial sessions, known as jump-outs, are also conducted at racecourse facilities and are administered by the relevant clubs. These race clubs are split into three sectors being:

- Metropolitan – the Australian Turf Club is the sole race club within Sydney metropolitan area,
- Provincial - being the 5 race clubs in the areas that surround the Sydney metropolitan area (Gosford Racing, Hawkesbury Race Club, Illawarra Turf Club, Newcastle Jockey Club and Wyong Race Club) and
- Country – more than 120 clubs in country NSW comprising of professional and picnic race clubs.

Under the Australian Rules of Racing, Racing NSW Stewards oversee and regulate race meetings conducted by race clubs to ensure compliance with the Rules of Racing and to uphold the integrity of the sport. Stewards are supported by Racing NSW operational and integrity staff who assist with the conduct and supervision of racing activities.

The Rules of Racing establish the framework for the registration and licensing of individuals and businesses involved in the sport. These individuals are collectively referred to within the industry as “participants” and must apply for and maintain licences or registrations issued by Racing NSW.

Participants include:

- jockeys
- trainers
- stable employees
- veterinarians
- farriers and other racing industry professionals.

In the 2024-25 racing season season, the NSW thoroughbred industry included approximately:

- 600+ licensed trainers
- 140+ licensed jockeys
- over 5,000 stable employees
- more than 10,000 registered racehorses in training or racing across the state.

Each licensed participant operates their own business or employment arrangements and is responsible for their own operational practices and supply chains. Racing NSW does not control the business operations of participants but may provide policy guidance and regulatory oversight where appropriate as part of its role in maintaining the integrity, operation and sustainability of the racing industry.

Through its licensing, compliance and integrity functions, Racing NSW seeks to promote responsible practices across the industry and encourage participants to comply with applicable laws and standards.

3.2 Risk Assessment

Racing NSW applies a structured risk assessment methodology to identify and evaluate potential modern slavery risks across its operations and supply chains. This methodology considers a range of risk indicators, including industry sector, the nature of goods and services procured, geographic exposure, and supplier-specific risk factors.

Based on this assessment, Racing NSW considers the risk of modern slavery within its direct operations to be low. This reflects the fact that the majority of employees and core activities are based in Australia, where strong regulatory and workplace protections are in place. Similarly, a significant proportion of Racing NSW’s direct suppliers are located within Australia, which is generally regarded as a lower-risk jurisdiction for modern slavery.

Notwithstanding this, Racing NSW acknowledges that modern slavery risks may arise indirectly through its supply chains. In particular, there is a risk that Australian-based suppliers may outsource or subcontract elements of their operations to higher-risk jurisdictions.

Potential areas of elevated risk include:

- the manufacture and supply of goods (such as apparel, equipment and merchandise) that may involve offshore production in higher-risk countries;
- labour-intensive services, including cleaning, security, catering and facility maintenance, where subcontracting practices may reduce visibility over labour conditions; and

- technology and digital services that may involve offshore development, support or data processing functions.

Racing NSW recognises the importance of ongoing monitoring and due diligence to identify and mitigate these risks across its extended supply chain.

4. Actions to Assess and Address Risks

Racing NSW understands the importance of working collaboratively with our employees, suppliers and the broader industry to combat modern slavery. The actions and measures described below have allowed us to assess and address the risks of modern slavery in our operations and supply chains.

4.1 Contracted and Supplier Engagement

Where applicable, Racing NSW requires its suppliers, service providers and counterparties to comply with all relevant policies, procedures and standards issued by Racing NSW, as well as all applicable laws and regulatory requirements.

In relation to modern slavery, Racing NSW incorporates specific provisions within its standard form agreements requiring suppliers to warrant that they comply with applicable modern slavery legislation and take reasonable steps to identify and address modern slavery risks within their own operations and supply chains.

4.2 Inherent Modern Slavery Risks

However, certain procurement categories may present inherent modern slavery risks, particularly where supply chains extend beyond Australia or involve labour-intensive industries. These areas may include:

- Information technology equipment and electronics, where components may be manufactured in regions with higher modern slavery risks, including risks associated with forced labour in manufacturing and mineral extraction supply chains.
- Construction, maintenance and trade services, which may involve subcontracting arrangements and the potential use of migrant or lower-skilled labour.
- Security, cleaning and other contracted services, which are industries globally recognised as presenting higher risks of labour exploitation.
- Apparel, uniforms and promotional merchandise, where production may occur in international garment manufacturing supply chains with elevated risks of forced labour or poor working conditions.

While these categories carry inherent risk, Racing NSW's overall exposure is mitigated by several factors. Racing NSW's procurement activity in higher-risk product categories is generally limited in scale, and many suppliers operate locally within Australia. As a result, Racing NSW assesses the residual modern slavery risk within its Tier 1 supply chain to be low.

4.3 Policies, Procedures and Training

Racing NSW maintains a governance framework of policies and procedures that support the identification and management of modern slavery risks across its operations and supply chains. Key policies include:

- **Code of Conduct:** This Policy sets expectations for employees and contractors regarding lawful, ethical and professional behaviour; and,
- **Whistleblower Policy:** This Policy provides a mechanism for reporting suspected misconduct or unlawful behaviour, including anonymously.

Racing NSW also maintains contract management and procurement processes to ensure appropriate oversight of supplier engagements, including approval requirements based on the value and risk profile of contracts.

All employees are required to complete induction training covering key policies and compliance obligations, with refresher training provided periodically. Training includes areas such as workplace conduct, safety, discrimination and harassment, and ethical behaviour.

Relevant policies and procedures are accessible to staff through internal systems, and Racing NSW promotes ongoing awareness of compliance obligations through regular communication and training initiatives.

4.4 Downstream Industry Risks

Racing NSW acknowledges that risks may exist further down the supply chain. Racing NSW therefore seeks to encourage responsible procurement practices and compliance with applicable laws and ethical standards among its suppliers.

5. Effectiveness of Controls

Over this reporting period, Racing NSW assessed that our current system was effective and assisted us in better understanding the modern slavery risks that might be present within our supply chain.

Racing NSW monitors the effectiveness of its actions through internal governance oversight, periodic review of procurement practices, supplier engagement processes and internal reporting channels for misconduct.

Racing NSW will continue to develop measure to ensure we can review the effectiveness of our actions we are taking to assess and address modern slavery risks.

6. Consultation

This statement covers Racing NSW and any entities it owns or controls. These entities operate under a consistent governance and risk management framework, including the policies, systems and processes outlined in this statement.

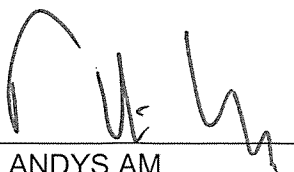
Racing NSW maintains central oversight of these entities to ensure alignment with its governance standards and risk management approach, including in relation to modern slavery.

This statement was reviewed by Racing NSW management prior to submission for approval by the Members of Racing NSW.

7. Approval

This Modern Slavery Statement was approved by the Members of Racing NSW in accordance with section 13 of the *Modern Slavery Act 2018* (Cth). The Board authorised Mr Peter V'landys AM to sign the Racing NSW Modern Slavery Statement.

This statement is signed by Mr Peter V'landys AM in his role as Chief Executive Officer of Racing NSW.



P V'LANDYS AM
CHIEF EXECUTIVE

8. Mandatory Criteria

This statement addresses the mandatory criteria for a modern slavery statement outlined in section 16 of the *Modern Slavery Act 2018* (Cth). The below table indicates where each requirement is addressed in this statement.

Criteria	Page Number
(a) Identify the reporting entity	1-2
(b) Describe the structure, operations and supply chains of the reporting entity.	1-2
(c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	2-3
(d) Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	4-5
(e) Describe how the reporting entity assesses the effectiveness of such actions.	5
(f) Describe the process of consultation on the development of the statement with any entities that the reporting entity owns or controls (if a joint statement has been made under section 14, also describe the process of consultation with the entity giving the statement).	5
(g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant	5