

JOURNEY BEYOND

MODERN SLAVERY STATEMENT

Financial Reporting Year
1 Jan – 31 Dec 2023

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1 The Reporting Entity - Reporting Criteria 1

Experience Australia Group Pty Ltd (trading as “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.

This Modern Slavery Statement (**Statement**) is our response to the *Australian Modern Slavery Act 2018* (Cth) (**Act**) for the period 1 January to 31 December 2023, our financial year (**CY23** or **the Reporting Period**).

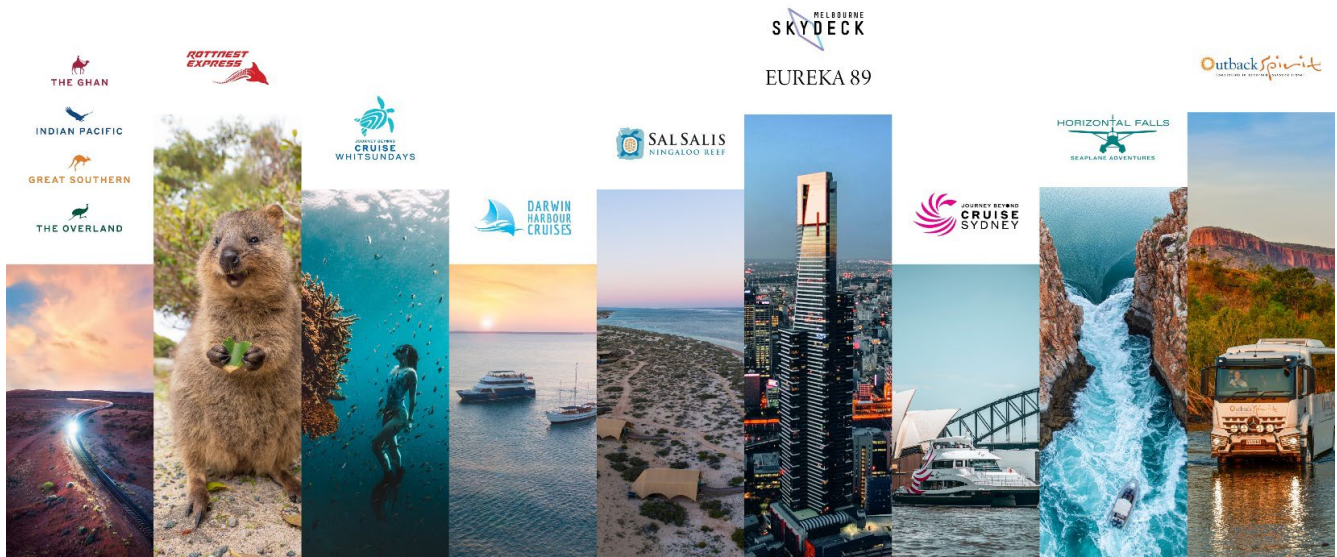
Reporting Entity:

Experience Australia Group Pty Ltd

ABN: 56 614 713 003

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

This is a joint Statement made on behalf of Experience Australia Group Pty Ltd and a number of reporting entities which it either controls or is controlled by, each as listed in the Appendix (**Reporting Entities**).¹



¹ In this Statement, a reference to “we”, “our”, or “Journey Beyond” or the “Group” is a reference to Experience Australia Group Pty Ltd and its controlled entities collectively. A reference to “Experience Australia Group Pty Ltd” is to that entity specifically. A reference to the “Reporting Entities” is to the list of entities set out in the Appendix.

2 Our Structure, Operations and Supply Chain - Reporting Criteria 2

Journey Beyond’s operational activities cover a wide national footprint in Australia, with operations and assets in all states, from the Parklands Terminal railway station in Adelaide, SA to our Reefworld Pontoon located 76 kilometres 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.

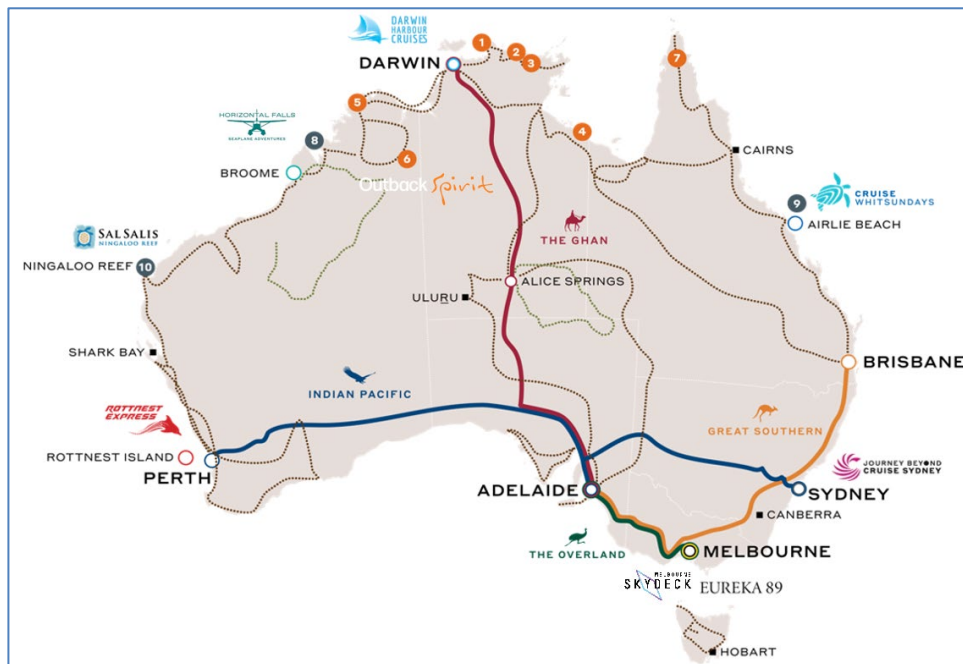


Figure 1. Map showing operation locations for all Journey Beyond entities.

Journey Beyond’s brands include:

- Journey Beyond Rail Expeditions (The Ghan, Indian Pacific, Great Southern and The Overland trains)
- Outback Spirit Tours
- Rottneest Express
- Sal Salis
- Horizontal Falls Seaplane Adventures
- Darwin Harbour Cruises
- Cruise Whitsundays
- Journey Beyond Cruise Sydney
- Eureka 89
- Melbourne Skydeck

Throughout the Reporting Period, Journey Beyond and the Reporting Entities were owned by the Hornblower Group, a global leader in world-class travel experiences and transportation based in the United States.

Our Supply Chain

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

In CY23, Journey Beyond had 2,422 Tier 1 suppliers across our operations. Our supply chain data in CY23 shows:

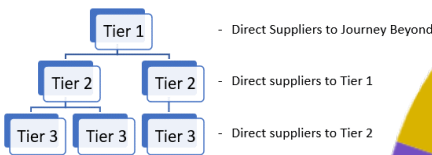
- 99% of spend was with suppliers directly based in Australia as compared to 97% in CY22
- Top-spend categories include activities such as Repairs & Maintenance, Fuel, Tours, Operations, Marketing and Food & Beverages.

Supply Chain Locations

Australia
2,341 Suppliers

Overseas
81 Suppliers

Country	Suppliers
Australia	2341
China	19
United Kingdom	16
United States of America	16
New Zealand	15
Singapore	5
Netherlands	3
Canada	2
France	2
Germany	2
South Africa	1
Switzerland	1
Total	2422



Annual Spend
In Australia
98.7%

Overseas
1.3%

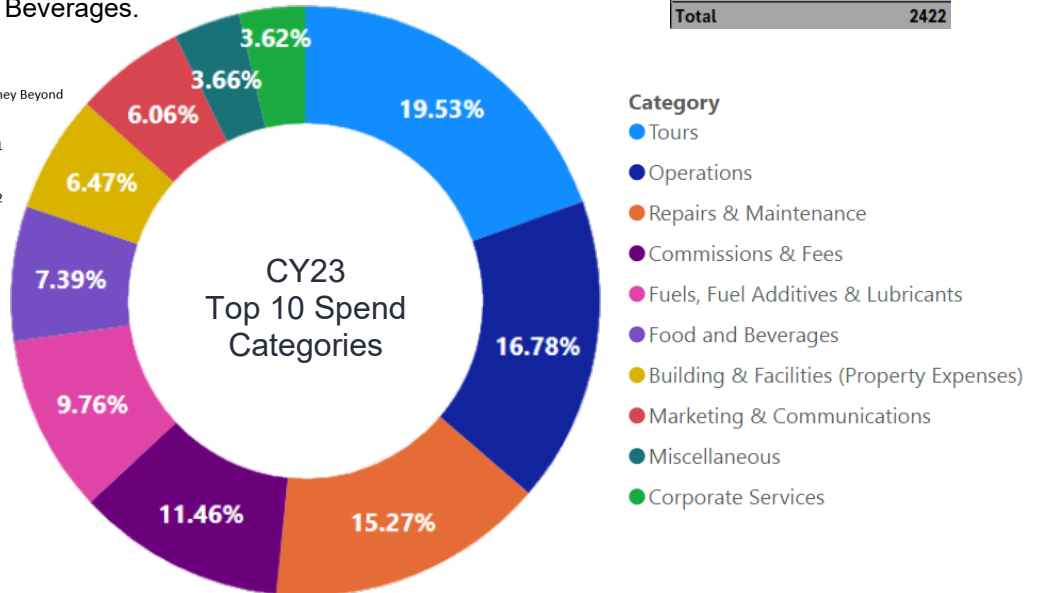


Figure 2. Top 10 Categories by Spend Value %.

Journey Beyond recognises there are risks of involvement in modern slavery across our operations and supply chain.

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 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 - Apparel & Clothing Accessories (i.e. uniforms and merchandise) - Computers - Laptops - Mobile Phones	Low Risk - No engagement with any Tier 1 suppliers from the Top 10 Risk Countries.	Medium/Low Risk – ~2,400 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.

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

Most of the 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** – 19.% of Total CY23 Spend in this Sector
 - including airlines, hotel chains, car rental companies and tour operators
- **Property Services** – 5.97% of Total CY23 Spend in this Sector
 - including facilities management, utilities, cleaning and waste management.
- **Marketing** – 5.6% of Total CY23 Spend in this Sector
- **Food & Beverage** - 6.8% of Total CY23 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 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.

4 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 previous reporting period’s Journey Beyond’s Procurement Team carried out an initial 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 % of spend. Key sectors assessed include cleaning services, food & beverage production, hospitality and property management providers.

We built upon this risk mapping work through the following actions in CY23:

Journey Beyond’s Actions in CY23

- Developed a new Modern Slavery Policy to guide our staff in identifying, limiting and reporting modern slavery risks
- Added Supplier Diversity and Modern Slavery risk considerations into our Supplier onboarding process.
- Included Modern Slavery considerations in our supplier engagement processes, including RFQ and tender templates
- Reviewed and updated modern slavery terms and conditions in our standard form procurement contracts.
- Continue to monitor Journey Beyond’s Tier-1 Suppliers for potential modern slavery exposure (based on geographic risk levels and industry sector specific risk levels).

5 Assessing Effectiveness of Action - Reporting Criteria 5

Journey Beyond’s Modern Slavery Working Group set objectives, tracked performance and assessed the quality and effectiveness of our actions in CY23. This group’s role includes:

- Mapping percentage of Tier 1 & Tier 2 suppliers assessed for modern slavery risk.
- Mapping percentage of direct suppliers subject to enhanced risk assessment.
- Identifying future modern slavery priorities/actions for CY24.

We recognise that our review and assessment of our actions to identify and address modern slavery risks in our operations and supply chain will be an ongoing process, and we are committed to continual evolution and improvement in this area.

Future Priorities

Journey Beyond’s Future Priorities (CY24 and beyond)

- Develop and roll out a Supply Chain Assessment Framework.
- Utilise the new Procurement (S2P) System to report Supplier Risk metrics.
- Collaborate with suppliers and other organisations to share knowledge and best practices.
- Develop performance indicators to assess the impact of our actions on the risk of modern slavery in our supply chains.
- Providing modern slavery training to staff

In CY24, Journey Beyond will further strengthen our practices, systems and performance in relation to modern slavery risk management through the implementation of a Procurement System which will enhance our capability in Supplier Risk & Performance.

In future reporting periods (CY24 and beyond) Journey Beyond will:

- develop an Action Roadmap and reporting capability, 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.
- use its enhanced understanding of our supply chain and improved supplier data to develop a Supply Chain Assessment Framework to roll out to Journey Beyond’s key supply partners, being material suppliers of goods and services necessary for the Group’s operations. A 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.

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.

6 Consultation with Journey Beyond owned entities - Reporting Criteria 6

This Statement covers the Reporting Entities listed in the Appendix, and in order to prepare this joint statement, Experience Australia Group Pty Ltd engaged with each of those Reporting Entities and consulted the other entities it owns or controls.

The upstream Reporting Entities (which directly or indirectly control Experience Australia Group Pty Ltd) do not have any outward operations or involvement in procurement activities.

Entities controlled by Experience Australia Group Pty Ltd are all required to comply with Journey Beyond’s policies, procedures and systems including those relating to Modern Slavery, Procurement, Health and Safety and Human Resources. These controlled entities all operate under the direction and governance of Experience Australia Group Pty Ltd.

7 Other information - Reporting Criteria 7

Journey Beyond recognises the risk of modern slavery and continues to take action to support our personnel and suppliers in the mitigation of modern slavery and other business risk in CY23, by:

- Working with Tier 1 and Tier 2 suppliers to improve knowledge and awareness of modern slavery risks.
- Improving our internal policies, knowledge and processes to identify and mitigate any risk of modern slavery in our organisation and supply chain.

This Statement was approved by the boards of each of the nine Reporting Entities covered by this Statement.

This Statement is signed by Chris Tallent in his role as a Director of each of the nine Reporting Entities, and as CEO of Journey Beyond.



***Chris Tallent, Director and CEO
25 June 2024***

Appendix - Reporting Entities Covered by this Statement

Reporting Entity	ABN	Principal Activities During Reporting Period
HB TopCo Pty Ltd	14 656 565 249	Holding company of below entity. No outward facing operations or external procurement.
HB HoldCo Pty Ltd	52 655 636 776	Holding company of below entity. No outward facing operations or external procurement.
HB AcquisitionCo Pty Ltd	74 655 643 280	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Topco Pty Ltd	55 614712631	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Mezzco Pty Ltd	95 614712800	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Senior Holdco Pty Ltd	19 614712917	Holding company of below entity. No outward facing operations or external procurement.
Experience Australia Group Pty Ltd	56 614713003	Experience Australia Group Pty Ltd is the parent trading entity and indirect controller of all other trading entities within the Journey Beyond Group (including the 2 entities below). The principal activities of the Group were experiential tourism, including rail expeditions, touring, cruises, attractions and camps and lodges.
Great Southern Railway Holdings Pty Ltd	24 079437853	The principal activity of the company was that of a holding company for its controlled entities involved in the sale and provision of rail expeditions (including the entity below).
Great Southern Rail Pty Ltd	59 079 476 949	The principal activities of the company consist of the sale and provision of rail expedition packages.



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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