

Modern Slavery Statement

November 2025



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Modern Slavery Statement

1. Introduction

Greyhound Racing Victoria (GRV) is a State Government entity established under the *Racing Act (Victoria) 1958* to provide independent governance and regulation of the Victorian greyhound racing industry. GRV's objectives are to develop, encourage, promote and manage the conduct of greyhound racing in Victoria by encouraging broad participation and sustainably growing the industry's economic and social value.

GRV is a reporting entity for the purposes of the *Modern Slavery Act 2018 (Cth) (Act)*.

This Modern Slavery Statement (Statement), prepared under section 16(1) of the Act in respect of GRV operations for the Reporting Period has been approved by the GRV Board, is signed by the Chief Executive Officer, and has been submitted in accordance with the Act.

The Appendix outlines and reconciles the relevant mandatory reporting requirements incorporated in *Modern Slavery Act 2018* that must be addressed in an annual Modern Slavery Statement.

2. GRV's Strategic Plan and Risk Framework

GRV has adopted a strategic plan that considers both the current state of the industry and the longer-term issues and opportunities impacting greyhound racing and greyhound welfare, while outlining a path for future growth and success.

GRV's Strategic Plan identifies GRV's enablers of: **Future Focused: Enabled People: and Meaningful Engagement**. Further details on GRV's Strategic Framework can be found in [GRV's Annual Report](#).

In order to deliver on its strategic plan, GRV has put in place a Board-approved Risk Appetite (which outlines the extent and nature of risk which GRV will take on when delivering its strategy and operational outputs) and risk management processes and procedures to ensure that it appropriately identifies, assesses, evaluates and treats risks that could impact its operations and achievement of its vision and purpose.

GRV's assessment of its modern slavery risks, the subject of this Statement, has been considered with reference to the above and through the prism of integrity, sustainability and accountability.



3. GRV Structure Operations and Supply Chain

3.1 Overview

GRV operates as a stand-alone entity and conducts no subsidiary activities. The Greyhound Adoption Program (GAP) is operated as part of GRV. GRV conducts races at 13 greyhound racing venues which are managed by 12 individual clubs with their own governance structure (independent of GRV).

Effective 1 July 2024, a revised organisational structure involving a reduction in divisions from seven to three was implemented by GRV. The revised structure now combines Finance; Legal, Procurement; and Risk into one function enhancing Corporate Controls addressing GRV's end-to-end procurement processes.

3.2 GRV's interaction with greyhound racing clubs

As at 30 June 2025, there are 12 registered greyhound racing clubs in Victoria. Each greyhound racing club has its own governance structure and membership and is responsible for the operations of each of the venue's tracks, including the maintenance of its premises and racetrack(s) (in accordance with GRV Track standards), club members of its Club and the hosting of the general public on race-days. During the year ended 30 June 25, 1193 race meetings were held in Victoria.

Under the Rules of Greyhound Racing, the GRV Stewards administer race days at tracks operated by the registered greyhound racing clubs. GRV also provides veterinary services in respect of the race-day activity.

The Rules of Racing establish the participation of others in the sport of greyhound racing. These persons and businesses are referred to in the industry as "registered participants" and these are comprised as follows:

Owner = 3066 Catcher = 65

Attendant = 357 Trainer = 1639

Owner and trainer participants have responsibility for their own business operations and supply chains. Where appropriate, GRV may seek to influence or guide these registered participants as part of its role in upholding the integrity of the industry e.g. the use of model template trainer agreements.



3.3 Operations

GRV's operations can be summarised as follows:

Business Function Goods and/or services purchased to support operations

Greyhound Racing Integrity Unit and Greyhound Welfare and Rehoming	<ul style="list-style-type: none"> • Regulation of Victorian greyhound racing • Racing integrity • Veterinary services • Greyhound welfare including operation of adoption program sites
Stakeholders, commercial and customers	<ul style="list-style-type: none"> • Representation of greyhound • Racing Clubs and the industry to Government and other Stakeholders • Registration of participants and greyhounds • Media, advertising and journalism • Wagering administration • Merchandise (including apparel)
Race Day Operations	<ul style="list-style-type: none"> • Delivery of races at Racing Clubs and programming including race calling • Box Draws • Distribution of prizemoney
Core Corporate Business Functions	<ul style="list-style-type: none"> • Corporate functions, including finance, legal, policy and regulatory advice, risk and compliance, information and registration services, people services, facilities; procurement and Major projects and capital works management

3.4 Workforce

As at the close of the Reporting Period on 30 June 2025, GRV had a workforce comprised of 127 full-time; 35 part-time employees, as well as a casual workforce of 32 employees. The GRV casual workforce is predominantly involved in race-day and adoption operations activity (for example, Lure Drivers; Race callers; Kennel attendants)



4. Greyhound Racing Victoria's Supply Chain

GRV has conducted a review into its supply chain for the Reporting Period and has identified the following goods and services acquired to support its operations:

Business Function Goods and/or services purchased to support operations

Greyhound Racing Integrity Unit and Greyhound Welfare and Rehoming

- Technical services
- Technology (reporting and Tracking Software)
- Apparel (Track Uniforms)
- Greyhound welfare and veterinary
- Veterinary supplies
- Security

Stakeholders, commercial and customers

- Media, marketing, advertising and journalism
- Wagering administration
- Merchandise (including apparel and track uniforms)
- Racing photography
- Racing video coverage and production
- Professional and technical services

Race Day Operations

- Raceday services and racing administration
- Race calling
- Maintenance and repairs of Race-day equipment
- Professional and technical services
- Apparel (track uniforms and racing rugs)

Greyhound Adoption Program

- Greyhound welfare and veterinary services
- Veterinary (including medical) supplies
- Greyhound food and bedding supplies
- Transportation (including vehicles)
- Merchandise (including apparel and uniform)

Core Corporate Business Functions

- Information Technology (e.g. software, licenses)
- Professional services
- Transport
- Travel requirements
- Insurance



- Utilities
- Trade services and maintenance, such as electrical and plumbing
- Telecommunications
- Finance
- Payroll
- Recruitment service
- Legal service
- Cleaning services
- Waste removal
- Security
- Engineering services and construction

In FY25, GRV engaged almost 370 suppliers providing a broad range of goods, services and works. Wherever possible, GRV procures goods and services from Australian vendors and utilises Victorian Government State Purchase Contracts and Registers (which incorporate Modern Slavery provisions) for its requirements, and tracks material contracts via Vendor Panel software.

Additionally, all procurements valued in excess of \$100,000 require agreement that vendors will abide by the Supplier Code of Conduct requirements that also incorporate Modern Slavery provisions. GRV currently sources goods and services from 11 offshore suppliers (Including vehicle fleet). These items are generally proprietary in nature and cannot be sourced from within our shores. GRV does not source raw materials from offshore.

5. Identification and assessment of Modern Slavery Risks at GRV

GRV undertook a focused assessment of relevant GRV activities to determine the impact of *Modern Slavery Act 2018* obligations on GRV. This assessment involved the completion of workshops with impacted functions and the completion of impact tables, and presentation to Senior Executive. The key outcomes are identified in Table 1 "Identification and assessment of Modern Slavery Risk at GRV". This assessment has been reviewed as at year end 30 June 2025 and confirmed.



Table 1 – Identification and assessment of Modern Slavery Risks at GRV

Component	Key Observations re GRV Practice	Identified Improvement Actions
Employment of Staff	<p>GRV Staff are employed subject to Individual Contracts and Enterprise Bargaining Agreements (EBA). Terms do not contravene <i>Modern Slavery Act 2018</i> provisions. Only Australian based staff are employed.</p> <p>GRV does not employ staff under 15 years of age. Stewards at Greyhound Racing Tracks must be above 18 years of Age</p>	None
Suppliers	<p>GRV makes use of Victorian Government State Purchase Contracts and Registers which incorporate Modern Slavery provisions. GRV incorporates Modern Slavery provisions in procurements in excess of \$100,000 via the Supplier Code of Conduct.</p> <p>GRV Procurement is reviewing its strategic supplier engagement to develop long term contracts greater than \$100,000 for a pre-determined period (so that Supplier Code of Conduct is incorporated in these contracts)</p>	<p>Management continues to create initiatives to develop long term strategic relationships with key suppliers so that Supplier Code of Conduct becomes the normal assessment process for procurement relationships.</p>



6. Continuation of Business Enhancements

GRV continue to focus its efforts on ensuring employees are employed under Enterprise Bargaining Agreements that comply with legislative and regulatory requirements and/or individual employment contracts that reflecting market rates of remuneration in Australia.

In terms of Procurement, GRV Management continue to support initiatives to:

- make strategic use of State Purchase Contract (which incorporate Modern Slavery provisions) and listed suppliers on State Government of Victoria Registers that address Modern Slavery requirements i.e. construction; garments; e-commerce; and
- implement long-term strategic relationships with key suppliers so that Supplier Code of Conduct (which addresses Modern Slavery obligations) becomes the normal assessment process.

7. Evaluation and Treatment of Modern Slavery Risks

GRV operates a comprehensive policy framework addressing *Modern Slavery Act 2018* obligations. Table 1 "GRV Policy Framework that addresses *Modern Slavery Act 2018* obligations" summarises relevant policies.

Table 1 GRV Policy Framework that addresses *Modern Slavery Act 2018* obligations.

Policy	Compliance with <i>Modern Slavery Act 2018</i> obligations
Modern Slavery	Outlines obligations of GRV and employees re: <i>Modern Slavery Act 2018</i> compliance
Code of Conduct	Employees are employed in accordance with a Code of Conduct whereby employees must comply with both Federal and State legislation
Conflicts of Interest	Outlines employee obligations to declare any conflicts of interest as an employee including situations where a supplier may entice the employee to enter in contract to supply goods and services



Policy	Compliance with <i>Modern Slavery Act 2018</i> obligations
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Respect in the Workplace – Sexual Harassment

Outlines GRV's commitment to providing a work environment which is free of all forms of harassment. GRV has in place a Respect in the Workplace - Sexual Harassment Policy, and a Respect in the Workplace Policy addressing bullying

Respect in the Workplace
Whistleblower Policy

Enables employees to report instances of legislative non-complying behavior to both designated internal and external stakeholders

Procurement Policy and Framework

Outlines employee obligations to comply with Victorian Government Purchasing Board requirements that incorporate compliance with *Modern Slavery Act 2018* provisions

Fraud Policy

Outlines obligations of employees re engagement of employees and suppliers on terms which could benefit each party at the expense of GRV

Mental Health and Psychosocial Hazards Policy

Outlines obligations of employees and GRV to provide and ensure a mentally healthy and safe working environment

As noted in Section 6, GRV employs staff under Enterprise Bargaining Agreements that require employees to be employed in accordance with designated Industry awards relevant to staff roles. Under Enterprise Bargaining Agreements, rostering arrangements are in operation for stewards to ensure that staff are rostered in accordance with a 38-hour week and have appropriate break times between race meetings and have access to meal allowances and breaks. Further, staff are employed under employment contracts reflecting market rates of remuneration in the Australian market.



8. GRV Compliance – Controls Assessment

Core controls (i.e. those which play material role in operating GRV activities) are recorded in GRV's risk registers which are subject to review and updated on a six-monthly basis, in conjunction with business owners. GRV conducts a compliance framework and annual approved audit plan under the Financial Management Act 1994, that incorporates an internal plan of core controls testing that addresses policies outlined at Section 7; and allows for testing of controls addressing Modern Slavery obligations. Review of findings regarding core controls are reported to Executive Management and GRV's Audit and Risk Committee, and closure of any these review findings are tracked and reported to GRV's Audit and Risk Committee on a quarterly basis.

For the year ended 30 June 2025, internal audit reviews were conducted on core procurement and finance processes and fraud controls. These audits reviewed GRV's procurement and vendor payment processes including the use of State Purchase Contracts and the Supplier Code of Conduct. There were no adverse findings identified in these audits.



Appendix

The table below reconciles the relevant mandatory reporting requirements incorporated in *Modern Slavery Act 2018* that must be addressed in an Annual Modern Slavery Statement.

Legislative Provision	Section
s16(1)(a) Identify the reporting entity	1 Introduction
s16(1)(b) Describe the structure, operations and supply chains of the reporting entity	4 Greyhound Racing Victoria's Supply Chain
s16(1)(c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	5 Identification and assessment of Modern Slavery Risks at GRV
s16(1)(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 Identification and assessment of Modern Slavery Risks at GRV 6 Continuation of Business Enhancements
s16(1)(e) Describe how the reporting entity assesses the effectiveness of such actions	7 Evaluation and Treatment of Modern Slavery Risks 8 GRV Compliance - Controls Assessment
s16(1)(g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant	Not applicable





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