



# Modern Slavery Statement

Reporting Period: Year ended 30 June 2024

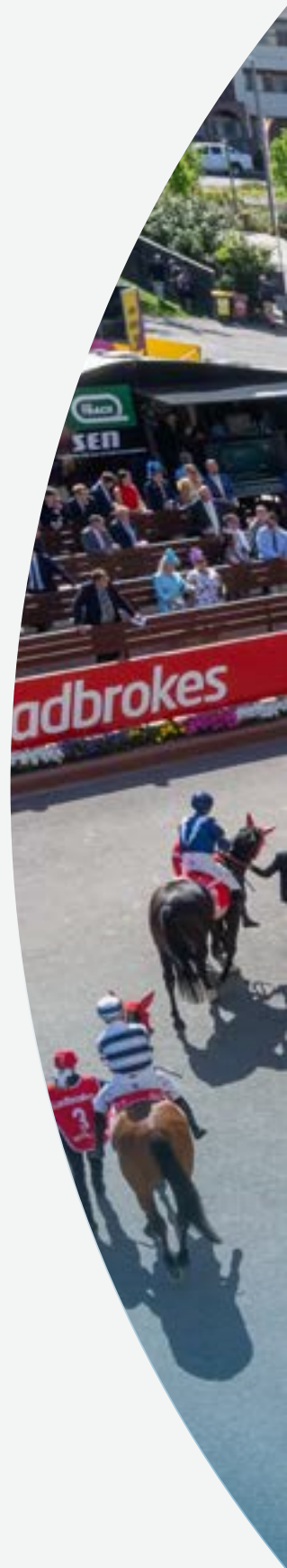


**Racing  
Victoria**



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The RV Group (as at 30 June 2024)  
Racing Victoria Limited ACN 88 096 917 930 (**RV**)  
RACING.COM Media Pty Ltd ABN 55 643 473 376 (**RDCM**)  
Racing.com Pty Ltd ABN 49 104 883 267 (**RDC**)  
RVL Media Pty Limited ABN 64 137 208 809 (**RVLM**)  
Thoroughbred Racing Productions (Vic) Pty Ltd ABN 42 893 898 680 (**TRP**)  
VTRI Property Pty Ltd ACN 658 750 835

**RV:** 400 Epsom Road      **RDCM:** 440 Docklands Drive  
Flemington VIC 3031      Docklands VIC 3008



**Racing  
Victoria**







# 1. Introduction

Racing Victoria Limited (**RV**) is a public company limited by guarantee, which was established in 2001 to provide independent governance of the Victorian thoroughbred racing industry.

RV's objectives are to develop, encourage, promote and manage the conduct of thoroughbred racing in Victoria by encouraging broad participation and sustainably growing the industry's economic and social value.

RV is established as a not-for-profit entity. Surpluses generated through RV's activities are re-invested towards the industry's sustainability, through direct support of participants, infrastructure investment or longer-term asset management.

RV 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 RV and RV group operations for the year ended 30 June 2024 (**Reporting Period**), has been approved by the RV Board, is signed by the Chief Executive Officer, and has been submitted in accordance with the Act.



## 2. RV Structure, Operations & Supply Chains

### 2.1 Structure

#### 2.1.1 RV and its members and subsidiaries

RV has 14 constituent members, comprising Club Members and Industry Body Members as provided below. Some of these members are also reporting entities for the purposes of the Act. All members are responsible for releasing their own Modern Slavery Statements where applicable.

During the financial year, two large Clubs who were previously part of the Country Racing Victoria entity, merged to form a separate entity operating as Southside Racing.

#### Club Members



#### Industry Body Members



During the Reporting Period, RV continued as the sole shareholder of three proprietary companies held throughout the 2024 Reporting Period in RDCM, TRP and RVLM. Each of these entities are involved in the Victorian thoroughbred racing industry media supply chain.

RDCM, which is wholly owned by RV, is the RV Group's overarching media operational entity. TRP (RDCM's image capture division) and RVLM (owns certain media rights) report into RDCM.

RV, RDCM, TRP and RVLM are collectively referred to in this Statement as the RV Group.

The RV Group, via its RVLM entity, owns 73.25% of the interest in Radio 3UZ Pty Ltd, referred to as RSN. Whilst Racing Victoria's shareholding provides significant influence over the acquired entity, the RV Group does not have the necessary control for it to form part of Racing Victoria's consolidated financial statements and therefore the investment has been equity accounted. For the purpose of this report, RSN is excluded.

VTRI Property Pty Ltd is a wholly owned entity of RV, whose sole purpose is the ownership of land and property holdings. It does not have any other operating purpose and no ongoing supplier transactions beyond those relating to property ownership, including taxes.

With the exception of RDCM (including TRP), the RV Group operated under a common governance and management structure during the period, with its Integrity function (in particular, the role and responsibilities of the Stewards) operating independently of the commercial function of RV.

RDCM (including TRP) operates under a separate governance and management structure, with RV providing services to the business on arm's length terms.

This statement was prepared by RV in collaboration with its RDCM entity, and input from other areas of the business as appropriate. This Statement was endorsed by RDCM's board of directors prior to being published.

## 2.1.2 RV's interaction with Victoria's Racing Clubs and participants

Each Racing Club has its own governance structure and membership and is responsible for the operations of each of its racecourses, including the maintenance of its premises and racetrack, members of its Club and the hosting of the general public on racedays.

Some Clubs additionally have horse training centres on their premises, occupied by individual trainers. These training centres are overseen by those Clubs. Trackwork and 'jump outs' are also managed by the Clubs at their facilities.

Under the Rules of Racing, the RV Stewards regulate racedays at racecourses operated by the Racing Club hosting the raceday, with the support of RV staff in respect of the racing activity.

During the 2023-24 racing season, 4,261 races were held in Victoria across 528 meetings.

The Rules of Racing establish the participation of others in the sport of thoroughbred racing. These persons and businesses are referred to in the industry as "participants" (as they apply or renew their approval/registration/licence with RV each year) and include jockeys, trainers, and others involved on racedays. A total of 180 race jockeys (as well as 185 visiting jockeys), 1,024 trainers and 4,439 stable employees were licensed participants during the 2023-24 racing season. A total of 9,048 horses raced during the season and 206 Veterinarians were permitted across the state to work on racing thoroughbreds.

Each of these participants has responsibility for its own business operations and supply chains. Where appropriate, RV may seek to encourage or guide these licensed participants as part of its role in upholding the integrity of the industry.

## 2.2 Operations And Workforce

### 2.2.1 Regulatory Operations

RV's operations can be summarised as follows:

Business Area	Operations
<b>Integrity and oversight</b>	<ul style="list-style-type: none"><li>• Principal Racing Authority – regulation of Victorian thoroughbred horse racing</li><li>• Integrity and Licensing</li><li>• Veterinary Services</li><li>• Equine Welfare Services</li><li>• Investigations</li><li>• Horse owner registration and review of product disclosure statements (syndicates)</li></ul>
<b>Stakeholders, commercial and customers</b>	<ul style="list-style-type: none"><li>• Representation of Clubs and the industry (e.g. lobbying, marketing and promotion)</li><li>• Wagering – universal race field approvals</li><li>• Racing Club funding and loans</li><li>• Major projects and capital works management</li></ul>
<b>Raceday services and operations</b>	<ul style="list-style-type: none"><li>• Delivery of races at Racing Clubs and programming</li><li>• Distribution of prizemoney</li><li>• Employment of casual race-day employees (raceday officials, barrier attendants, clerks of the course, judges)</li><li>• Provision of certain services to jockeys (who are free agents) – Training, Workcover, Jockey assistance services and superannuation</li></ul>
<b>Core business functions</b>	<ul style="list-style-type: none"><li>• Corporate functions, including finance, legal, risk and compliance, information and technology services, human resources, marketing and communications, facilities management and procurement</li><li>• Landlord</li><li>• Employment of core business employees</li></ul>

### 2.2.2 RV Group Operations – Media Businesses

RDCM workforce matters are centralised under its own management structure. TRP is still being integrated into the RDCM business. During the reporting period, some of its operations remained separate.

For the Reporting Period, RDCM wholly-owned the media businesses and assets.

Business Area	Operations
RDCM	<ul style="list-style-type: none"><li>• Manager of RVLM media rights</li><li>• Outside Broadcast – capture and delivery of live racing vision</li><li>• Editing and distributing racing vision and content to Free to Air (<b>FTA</b>) and digital channels</li><li>• Live race calling – on course and integrated into broadcast</li><li>• Studio production – live raceday production, is edited and distributed in various forms with unique graphics overlays depending on consumption channel (domestic and international)</li><li>• Magazine Programs – creation of in studio content and racing related programming for RDC channels</li><li>• Journalism - creation of form and content for RDC channels</li><li>• RDC Digital Platform – management of App and Web services and content</li><li>• Publications - Best Bets and Winning Post news and content distribution</li><li>• Racing Photos – commercial photography offering for raceday</li><li>• Commercial advertising sales across RDCM owned assets and publications</li><li>• Business support functions – commercial, technology, human resources, legal and finance</li></ul>

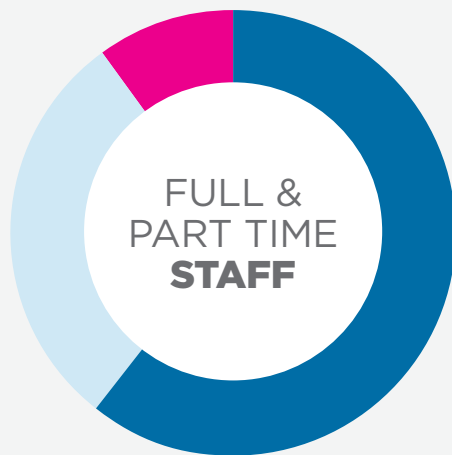


### 2.2.3 Workforce

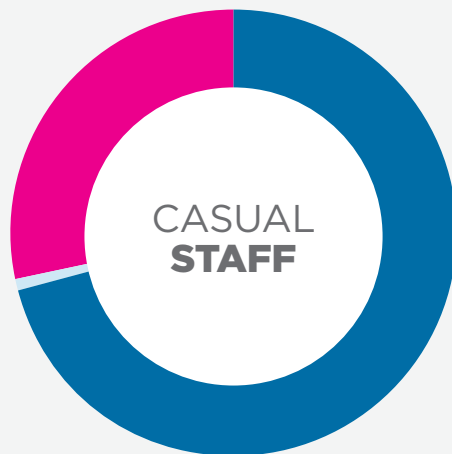
As at the close of the Reporting Period, the RV Group had a workforce comprised of 296 full time and part-time employees, as well as a casual workforce of 249.

The RV casual workforce is predominantly involved in raceday operations activity (for example, barrier attendants and officials).

The TRP workforce is solely involved in live racecourse vision capture and broadcast.



RV	180	61%
RDCM	87	29%
TRP	29	10%
	296	100%



RV	177	71%
RDCM	2	1%
TRP	70	28%
	249	100%



### 3. RV's Supply Chain

The vast majority of the RV Group's outgoings are payments made within the Victoria Thoroughbred Racing Industry (**VTRI**) or broader Australian thoroughbred racing industry (for example other Principal Racing Authorities and Racing Clubs) and to industry participants. For the purpose of this analysis, those payments, intercompany transactions, as well as any employee entitlements and tax/government payments have been excluded.

Although RV's annual report shows overall revenue of over \$537M, approximately 75% of that amount

is reinvested into the VTRI through prizemoney distributions, club funding arrangements, infrastructure investments and participant support, and an additional 12% covers government fees and taxes, depreciation/amortisation and employment costs.

The supply chain analysis is therefore focused on purchases made to parties external to the VTRI industry. The total gross value (incl. GST) of those payments for the RV Group is approximately \$77 million AUD.



RV 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 Area	Goods and/or services purchased to support operations
<b>Integrity and oversight</b>	<ul style="list-style-type: none"> <li>• Professional services (e.g. specialist consultants, lawyers &amp; accountants)</li> <li>• Technology</li> </ul>
<b>Stakeholders, commercial and customers</b>	<ul style="list-style-type: none"> <li>• Media, advertising and journalism</li> <li>• Engineering services and construction</li> <li>• Wagering administration</li> <li>• Merchandise (e.g. Spring Racing apparel)</li> </ul>
<b>Raceday operations</b>	<ul style="list-style-type: none"> <li>• Equine welfare and veterinary services</li> <li>• Engineering services and construction</li> <li>• Security</li> <li>• Raceday services and racing administration</li> <li>• Racing photography</li> <li>• Medical services (including Chief Medical Officer)</li> </ul>
<b>Core business functions</b>	<ul style="list-style-type: none"> <li>• Information Technology (e.g. software, licenses etc.)</li> <li>• Overseas outsourcing of IT staff (system support)</li> <li>• Transport</li> <li>• Insurance</li> <li>• Utilities</li> <li>• Trade services and maintenance, such as electrical and plumbing</li> <li>• Telecommunications</li> <li>• Finance</li> <li>• Payroll</li> <li>• Recruitment services</li> </ul>
<b>RDCM</b>	<ul style="list-style-type: none"> <li>• Tech platform and support services</li> <li>• Media and journalism</li> <li>• Broadcasting and on-air talent</li> <li>• Print and distribution agreements for printed publications (Winning Post &amp; Best Bets)</li> <li>• Content production (videos and images)</li> <li>• Studio facility management and distribution</li> <li>• Specialised broadcasting, video and audio equipment</li> <li>• Utilities and infrastructure (including network services)</li> <li>• Merchandise (e.g. Racing.com and Racing Photos apparel)</li> <li>• Office and studio leases</li> </ul>

Wherever possible, RV procures goods and services from Victorian (or failing that, Australian) vendors. Fewer than 4.2% of suppliers (1.3% in value) used during the Reporting Period were based outside Australia. These international suppliers were based in a total of 8 other countries (Belgium, Hong Kong, Ireland, Japan, New Zealand, Sweden, United Kingdom and United States). Of the RV Group's international purchases, 91% were made in the UK and the US.

These jurisdictions have modern slavery regulations

or standards, representing a lower modern slavery risk. In addition, the type of purchases made from overseas suppliers are mostly software licenses, consulting, veterinary services and professional fees, which inherently present lower modern slavery risks. Less than 1% of the total international spend (or \$10k), was identified as higher risk, and it related to the procurement of specialised equine and jockey equipment.

During the Reporting Period, the RV Group procured goods and services from 902 suppliers as follows:



	Value (in AUD millions)	Number	% (Value / Number)
Australia	76.4	864	98.7 / 95.8
International	1.0	38	1.3 / 4.2



RV Group for 2024 Reporting Period	Value (in AUD millions)	Number	% (Value / Number)
<b>Low risk:</b> Consultancy, professional fees, talent, media, journalism and marketing, insurance and banking	40.5	287	52.3% / 31.8%
<b>Medium risk:</b> Services (including utilities, equine services (veterinary), IT software and services, security, transport, equipment rental, travel and accommodation)	27.5	411	35.5% / 45.6%
<b>Higher risk:</b> Supplies and Equipment (office, printing, banners and flags, equine, medical, audio and video, building and landscaping), Fuel and catering services	9.4	204	12.2% / 22.6%

A total of 53% (\$5.0M) of our highest risk spend is directed towards turf, landscaping and construction supplies and services for track maintenance and upgrades, track rails, stables, sheds, judges towers and starting gates. 100% of this spend was with Australian companies.

The next two largest categories of spend include approximately \$1.8M of vehicles costs (purchase,

servicing and fuel) and \$1.0M of equipment (mainly specialised video and broadcasting). Together, these three categories of spend represent 83% (\$7.8M) of RV's higher risk purchases.

The remaining 17% (\$1.6M) is spread over purchases like security services, printing, equine and racing specialised gear, catering, transportation, and other categories with less than \$0.1M spend each.



# 4. Identification and Assessment of Modern Slavery Risks

RV has conducted an assessment of its operations and supply chain for potential modern slavery risks.

## RV Operations

RV's operations are based in Victoria and consist primarily of regulatory, media production, veterinary and racing services delivery. RV's employees are skilled and experienced professionals, with operational teams operating under Enterprise Bargaining Agreements that guarantees their working conditions.

During the reporting period, RV has continued to have a heightened modern slavery risk in its operations by sourcing part of its IT team from overseas. As of 30 June 2024, 6 team members were based in the Philippines (down from 10 previously). RV has mitigated the modern slavery risks by

employing these individuals via an Australian-based talent offshore provider, which has a Modern Slavery Policy, for the sole purpose of working for RV and under the day-to-day direct leadership of RV team members (being able to manage their hours of work). Additionally, RV has full visibility of their salaries and benefits (to ensure fair pay and conditions) and RV provides them with their tools of trade (laptop and access to systems) at the same level as other onshore IT staff.

These measures ensure that our overseas staff are not working in modern slavery-type conditions.

As a result, RV's operations present a **very low** residual modern slavery risk.

## RV Supply Chain

With the assistance of an independent advisor, RV has implemented the below process for assessing and managing its Modern Slavery risks within its supply chain.



The data provided in section 3 above shows a low risk of modern slavery in RV's Tier 1 supply chain, since the vast majority of its purchases are sourced from Australia and in low risk product types (consultancy and professional services), and those purchases made overseas not only target the same types of low risk products and services, but also are sourced from low risk countries.

As a result, RV's supply chain risk assessment is **low**.

That being said, RV does supply goods that have

a higher inherent modern slavery risk, particularly across its Tier 2 and Tier 3 supply chain.

For categories that RV identified as being of higher risk, RV performed an assessment to better understand its relationship to these risks. This assessment considered whether RV was likely to be causing, contributing to or linked to modern slavery practices, the presence of mitigating factors and controls, and RV's ability to influence other parties connected to the activity, goods or service.

The results of this assessment of inherent risks and RV's ability to influence and control to address them are provided in the table below.

Category	Modern slavery risk factors
<b>Building and landscaping equipment and maintenance</b>	<ul style="list-style-type: none"> <li>• Inherent risks of modern slavery in construction, landscaping and the extended construction materials supply chain are associated with the employment of lower skilled and migrant employees, as well as potentially dangerous working conditions.</li> <li>• Residual risk: RV purchases building materials and labour in the context of its industry infrastructure investment role. A large part of those funds are directed at the maintenance and upgrade of race tracks, which requires specialised materials and building and landscaping labour. We procure from mainly local companies with smaller localised workforces in regional areas – not large multinationals procuring via international workers.</li> </ul>
<b>Security Services</b>	<ul style="list-style-type: none"> <li>• Inherent risks of modern slavery in security services are associated with the potential employment of lower skilled and migrant labour.</li> <li>• RV spends less than \$314k (0.4%) of its purchasing volume on security services, limiting its ability to influence its providers' operations.</li> </ul>
<b>IT and high-end video and broadcasting equipment</b>	<ul style="list-style-type: none"> <li>• Inherent risks of modern slavery are present in IT and other equipment manufactured in higher risk countries, most prominently forced and bonded labour, through both the production of these pieces of equipment, and the mining of certain materials used to build them.</li> <li>• RV purchases a very small volume of IT equipment, maintaining a small fleet of personal computers, and using a cloud solution for its data centre.</li> <li>• RV does invest more heavily in specialised professional media production equipment within its RDCM and TRP business. Due to the specialised and high-quality nature of the equipment, limited supply options are available, reducing RV's options.</li> </ul>
<b>Apparel, uniforms and merchandise</b>	<ul style="list-style-type: none"> <li>• Inherent risks of modern slavery may be associated with the extended and complex apparel, uniforms and merchandise supply chain. These risks have a higher likelihood of occurrence offshore and include deceptive recruitment practices, forced or bonded labour, child labour and human trafficking.</li> <li>• Overall, RV spends less than \$210k on apparel, uniform and merchandise, giving RV very low purchasing power and therefore limited influence over its tier 2 and tier 3 supply chain.</li> <li>• The majority of its apparel and uniform purchases are specialised jockey and racing equipment with limited supplier options, particularly since RV focuses on the quality and safety of products for VTRI participants.</li> </ul>

Whilst RV acquires goods and services from higher-risk industries, it does so both infrequently and/or in very limited volumes, therefore has both a limited exposure to and a small circle of influence over the international modern slavery risk and its

tier 2 and beyond supply chain. That being said, RV has continued its education program as well as its roadmap to enhance its procurement and contract management practices in relation to human rights.



# 5. Continuous Enhancement Program

Since the initial assessment performed in March 2021, RV, with the assistance of an external service provider, has developed an action plan with both short term and longer-term objectives to further enhance its modern slavery response.

## Timeline of enhancements:

In 2021, the RV Group started including in its standard supplier contract a statement requiring modern slavery awareness and compliance from all its suppliers. This was in all standard contracts by July 2022.

In 2022, the RV Group developed a Modern Slavery Policy which was approved by the Board at its July 2022 meeting.

Through 2022 and 2023, the RV Group rolled-out its modern slavery education program via its internal learning management system across both the RV and RDCM (including TRP) entities. The objectives of the training module are to describe some of the different types of modern slavery, identify signs of modern slavery in our supply chain should they arise, and articulate how to report suspected cases of modern slavery through appropriate channels.

In 2023, the RV Group also implemented an external Whistleblowing service for its workforce. Although a Whistleblower policy has been in place since 2020, this service allows for further options for our workforce to report matters anonymously, increasing the likelihood of our staff raising concerns if they observe or suspect inappropriate conduct. This service further supports the identification of modern slavery issues within our operations or supply chain.

During the reporting period, the RV Group embedded a modern slavery category code into the supplier management module of its new finance system. This code helps to automatically identify higher risk suppliers. This not only facilitates and automates reporting, ensuring greater consistency year on year, but also allows for more timely modern slavery assessment at the time of purchase, ensuring management recognizes and takes relevant measures to identify and minimise modern slavery risk across our supply chain.

The modern slavery training module was refreshed and all head office staff were asked to complete it as mandatory training.

Modern slavery questions have been included in RV's compliance questionnaire and will provide a six-monthly reminder to all compliance officers across the organisation to look out for and report concerns about modern slavery. The first reporting period will begin in the new financial year.

RV has also developed an intranet page and shared it with all its employees, on modern slavery. This page provides education on why modern slavery matters to Racing Victoria, access to external information sources and data, a short educational video, RV's Modern Slavery Policy and access to all reports issued since 2020.

# 6. Evaluation and Treatment of Modern Slavery Risks

RV's approach to managing its modern slavery risks is detailed below. In March 2021, RV has evaluated the risks identified at section 4 above to understand the appropriateness and the maturity of its existing risk management practices and to identify opportunities for continuous improvement.

## 6.1 Policies

RV has in place policies and procedures that outline RV's expectations of its employees and its vendors. At the end of the Reporting Period, some entities still had separate policies for some aspects of their business. It is the intent that where appropriate and relevant, RV policies will be white labelled and rolled out more broadly in an integrated manner across the different parts of the business.

A number of these policies and procedures are relevant in efforts to prevent modern slavery risk at RV as outlined in the table below:

Policy or Procedure (or Agreement)	Purpose
EXISTING POLICIES	
Modern Slavery Policy	<ul style="list-style-type: none"><li>• This policy establishes RV's commitment to identify, prevent, assess and minimise the risks of modern slavery in Racing Victoria's direct operations and supply chains.</li><li>• It applies to RV and each of its subsidiaries.</li></ul>
Code of Conduct(s)	<ul style="list-style-type: none"><li>• They define the actions, behaviours and practices expected of and required by Racing Victoria and RDCM employees.</li></ul>
Group Whistleblower Policy	<ul style="list-style-type: none"><li>• To encourage RV officers, employees and contractors to report dishonest or illegal activity by RV and its officers, employees and contractors, through the provision of education and awareness, procedures and protections.</li><li>• It applies to RV and each of its subsidiaries.</li></ul>
Anti-Discrimination Policy	<ul style="list-style-type: none"><li>• Outlines our commitment to ensure our workplace is free from discrimination and enables equal opportunity.</li><li>• TRP has its own Equal Opportunity, Anti-Discrimination, Anti-Harassment and Anti-Bullying policy.</li></ul>

<b>Harassment and Sexual Harassment Policy</b>	<ul style="list-style-type: none"> <li>• Outlines our commitment to providing a work environment which is free of all forms of harassment.</li> <li>• TRP has its own Equal Opportunity, Anti-Discrimination, Anti-Harassment and Anti-Bullying policy.</li> </ul>
<b>Participant Protection Policy</b>	<ul style="list-style-type: none"> <li>• Outlines our commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour and/or conduct from its workplace and the Victorian thoroughbred industry.</li> </ul>
<b>Safeguarding Young Persons Policy</b>	<ul style="list-style-type: none"> <li>• Outlines our commitment to young persons engaged and participating in the Victorian thoroughbred industry are safeguarded from abuse and neglect.</li> </ul>
<b>Conflict of Interest Policy</b>	<ul style="list-style-type: none"> <li>• Where a RV employee has private interests that could improperly influence, or be seen to influence, their decisions or actions in the performance of their duties, a conflict may arise. This policy provides guidance on how to identify and handle such conflicts.</li> <li>• TRP has its own Conflict of Interest Policy.</li> </ul>
<b>Private Interest and Probity Policy</b>	<ul style="list-style-type: none"> <li>• RV has responsibility for the regulation of the industry's race meetings and participants and overseeing the industry's business and financial affairs. It is essential that the probity and integrity of the racing industry's key personnel meet best practice industry standards.</li> <li>• This policy applies to all RV Group Key Personnel.</li> </ul>
<b>Grievance and Disputes Policy</b>	<ul style="list-style-type: none"> <li>• Provides an avenue for non-EBA employees to raise grievances relating to their employment.</li> <li>• TRP has its own Grievances and Complaints Procedure.</li> </ul>
<b>Procurement Policy</b>	<ul style="list-style-type: none"> <li>• Outlines our commitment to ensuring the procurement of all goods and services is conducted in an honest, competitive, fair and transparent manner that demonstrates a fit for purpose solution and the delivery of value for money outcomes, whilst protecting the reputation, commercial and legal position of Racing Victoria.</li> <li>• TRP has its own Purchasing and Procurement Policy.</li> </ul>
<b>Anti-Bribery and Corruption Policy, Fraud Policy, Compliance Policy</b>	<ul style="list-style-type: none"> <li>• Outlines our commitment to ensuring compliance with laws and regulations addressing fraud, bribery and corruption in Australia and in overseas jurisdictions in which we do (or contemplate doing) business.</li> </ul>
<b>Enterprise Bargaining Agreements (EBAs)</b>	<ul style="list-style-type: none"> <li>• The Racing Victoria Raceday Officials Agreement sets out the employment conditions for approximately 40% of Racing Victoria's workforce.</li> <li>• TRP employees operate under a separate EBA.</li> </ul>

## 6.2 Other controls and practices

In addition to the policies outlined above, RV has controls in place to mitigate modern slavery risks. These include as follows:

- Racing Victoria's human resources management system includes controls to prevent scheduling of excessive hours for casual employees and logs the check-in and check-out times of employees to monitor potential instances of excessive working hours.
- Training, education and advice is provided to RV staff on fair employment practices.
- With the exception of RDCM and TRP employees, the management of remuneration, employment agreements, conditions and benefits was centralised at RV. This means that no employee was engaged without an employment agreement generated by the RV People and Culture team and which met our statutory obligations.
- RDCM adopted a similar approach to RV, with the centralisation of all employment matters within its own management structure, and regular consultation with RV's People and Culture team. No employee is engaged without an employment agreement generated by the RDCM People and Culture team.
- A supplier induction and management system that requires suppliers to provide evidence that they can meet the legal and performance obligations set out by the standard terms and conditions in RV's service agreements.

## 6.3 Additional practices for licensed participants

RV's integrity and licensing function supports the maintenance of RV's licensing standards, and promotes a responsible culture of fair play, ethical behaviours and response.

Whilst not within the direct remit of RV, RV conducts initiatives and awareness campaigns from time to time to encourage and guide positive behaviours in our licensed and registered participants as they relate to participant and equine welfare.

In addition, RV's integrity function has implemented broad controls to ensure that licensed participants exhibit ethical behaviours to ensure the reputation of the industry is upheld, including:

- due diligence checks during the participant licensing and registration process;
- the introduction of education modules for participants, including expected behaviours;
- making available avenues for participants to raise concerns about conduct (for example, the Integrity Hotline); and
- the appointment of a Participant Protection Case Manager, whose role is to assist participants and direct them in accessing appropriate support and dispute resolution mechanisms and to ensure that all complaints reach a just and fair conclusion.





## 7. How RV Assesses its Controls are Effective

In March 2021, RV conducted an in-depth assessment on the state of its modern slavery risk management practices to identify any key gaps in its approach, and potential areas for improvement.

This involved the formation of a working group, engaging an independent expert adviser and the provision of regular updates to the Executive and to the Board as to progress.

Since that time, recommended actions have been implemented across the group to enhance RV's controls and processes around modern slavery.

In future reporting periods, the effectiveness of our controls will be assessed in accordance with RV's Enterprise Risk Management Frameworks, with our approach benchmarked against our peers on a triennial basis.

## 8. Version

Version	Description	Approved	Adopted	Signed
1	Modern Slavery Statement for the year ended 30 June 2021	RV Board	15 December 2021	 <b>Giles Thompson</b> Chief Executive Officer
2	Modern Slavery Statement for the year ended 30 June 2022	RV Board	15 December 2022	 <b>Andrew Jones</b> Chief Executive Officer
3.	Modern Slavery Statement for the year ended 30 June 2023	RV Board	22 December 2023	 <b>Andrew Jones</b> Chief Executive Officer
4.	Modern Slavery Statement for the year ended 30 June 2024	RV Board	20 December 2024	 <b>Aaron Morrison</b> Chief Executive Officer

# Appendix

Mandatory Reporting Requirements	Relevant Report Sections
s16(1)(a) Identify the reporting entity	1. Introduction
s16(1)(b) Describe the structure, operations and supply chains of the reporting entity	2. Our Structure, Operations and Supply Chains
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	3. RV's Supply Chain 4. Identification and Assessment of Modern Slavery Risk
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	5. Continuous Enhancement Program 6. Evaluation and Treatment of Modern Slavery Risks
s16(1)(e) Describe how the reporting entity assesses the effectiveness of such actions	7. How RV Assesses its Controls are Effective
s16(1)(f)(i) Describe the process of consultation with any entities that the reporting entity owns or controls	2. Our Structure, Operations and Supply Chains
s16(1)(g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant	None noted



***Racing  
Victoria***

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