

VIVALEISURE

**MODERN SLAVERY  
STATEMENT**

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# 1. INTRODUCTION

This Modern Slavery Statement is for the purposes of the Modern Slavery Act 2018 (Cth) (the Act), in relation to the operations of Viva Leisure Limited (ABN 76 607 079 792), a public listed company incorporated in Australia, whose registered office is situated at DKS No 2, North Building, Level 3, 23 Challis Street, Dickson ACT 2602 (hereafter referred to as we, our, or Viva Leisure).

This Modern Slavery Statement is for the reporting period of 1 July 2023 to 30 June 2024.





## 2. MODERN SLAVERY

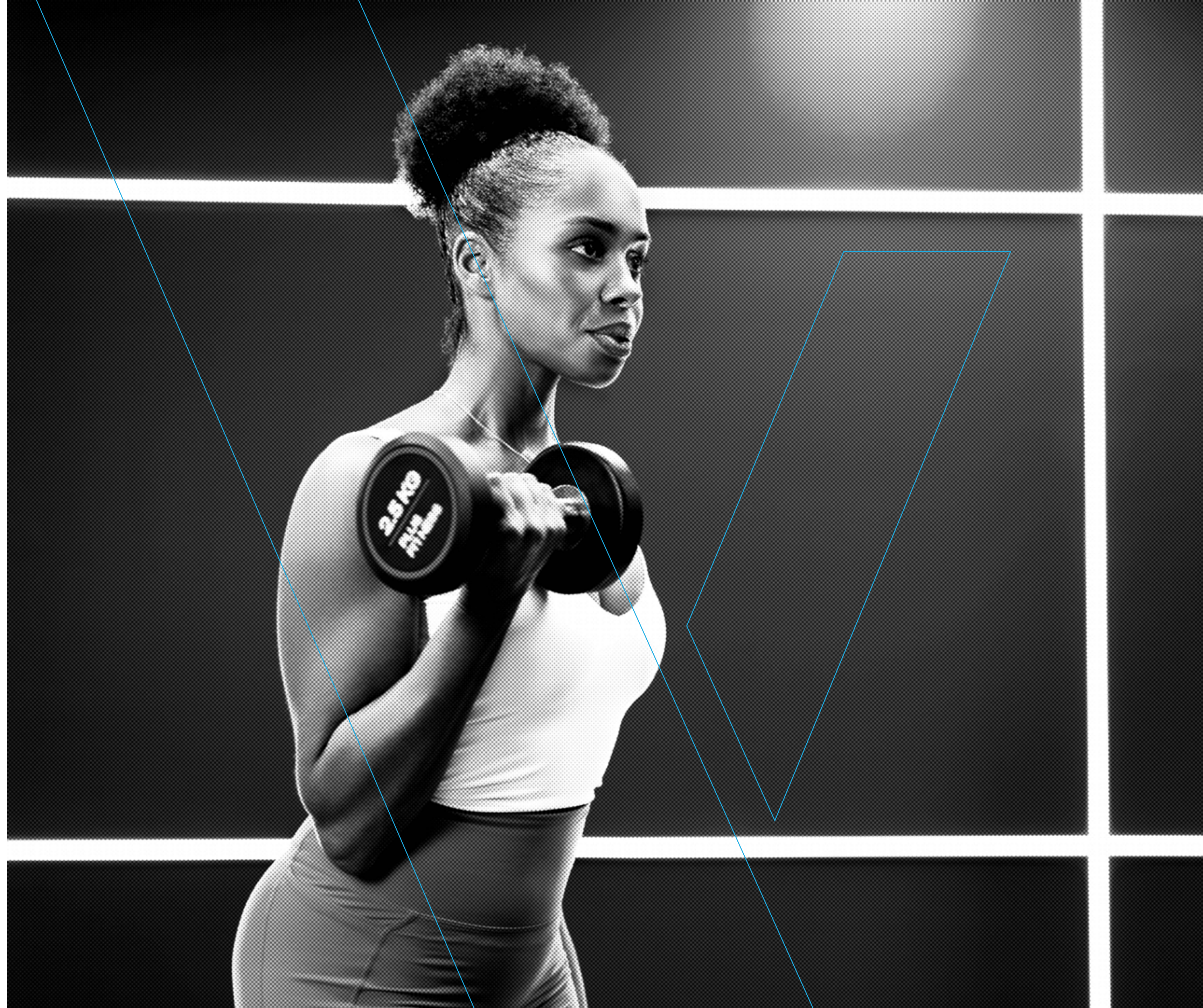
Modern Slavery is defined under the Act to mean conduct which would constitute:

- a. an offence under Division 270 or 271 of the Criminal Code; or
- b. an offence under either of those Divisions if the conduct took place in Australia; or
- c. trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, done at New York on 15 November 2000 ([2005] ATS 27); or
- d. the worst forms of child labour, as defined in Article 3 of the ILO Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, done at Geneva on 17 June 1999 ([2007] ATS 38).

Modern Slavery often describes circumstances where coercion, threats or deception is used to exploit victims and undermine their freedom. Some examples of modern slavery include:

- human trafficking;
- slavery;
- servitude;
- forced labour;
- debt bondage;
- forced marriage; and
- child labour.

Viva Leisure strictly prohibits modern slavery practices within its business and operations and is committed to operating responsibly by adhering to the highest ethical standards when operating. This Modern Slavery Statement provides further detail of Viva Leisure's commitment to a zero tolerance policy for practices related to Modern Slavery.





### 3. VIVA LEISURE

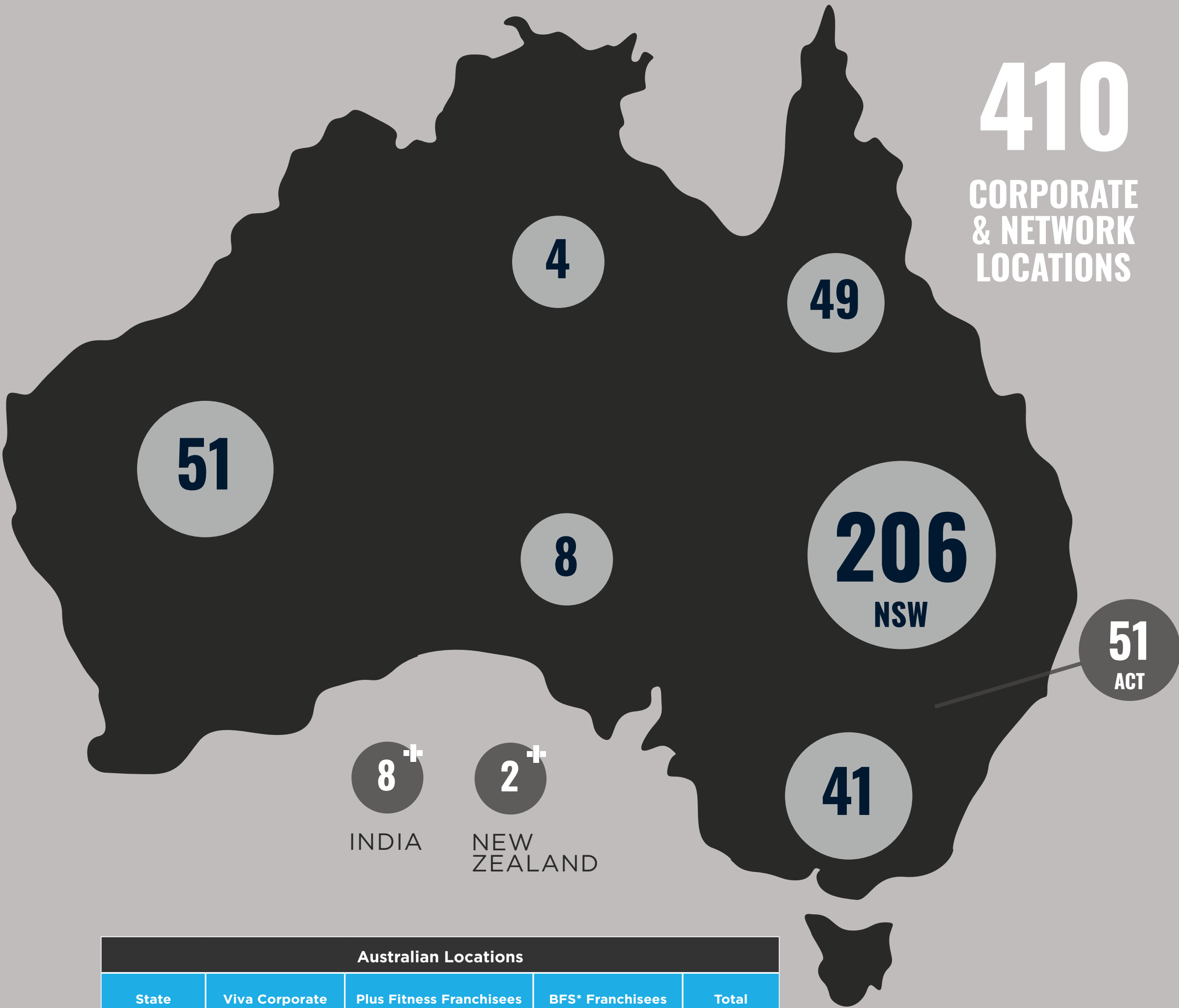
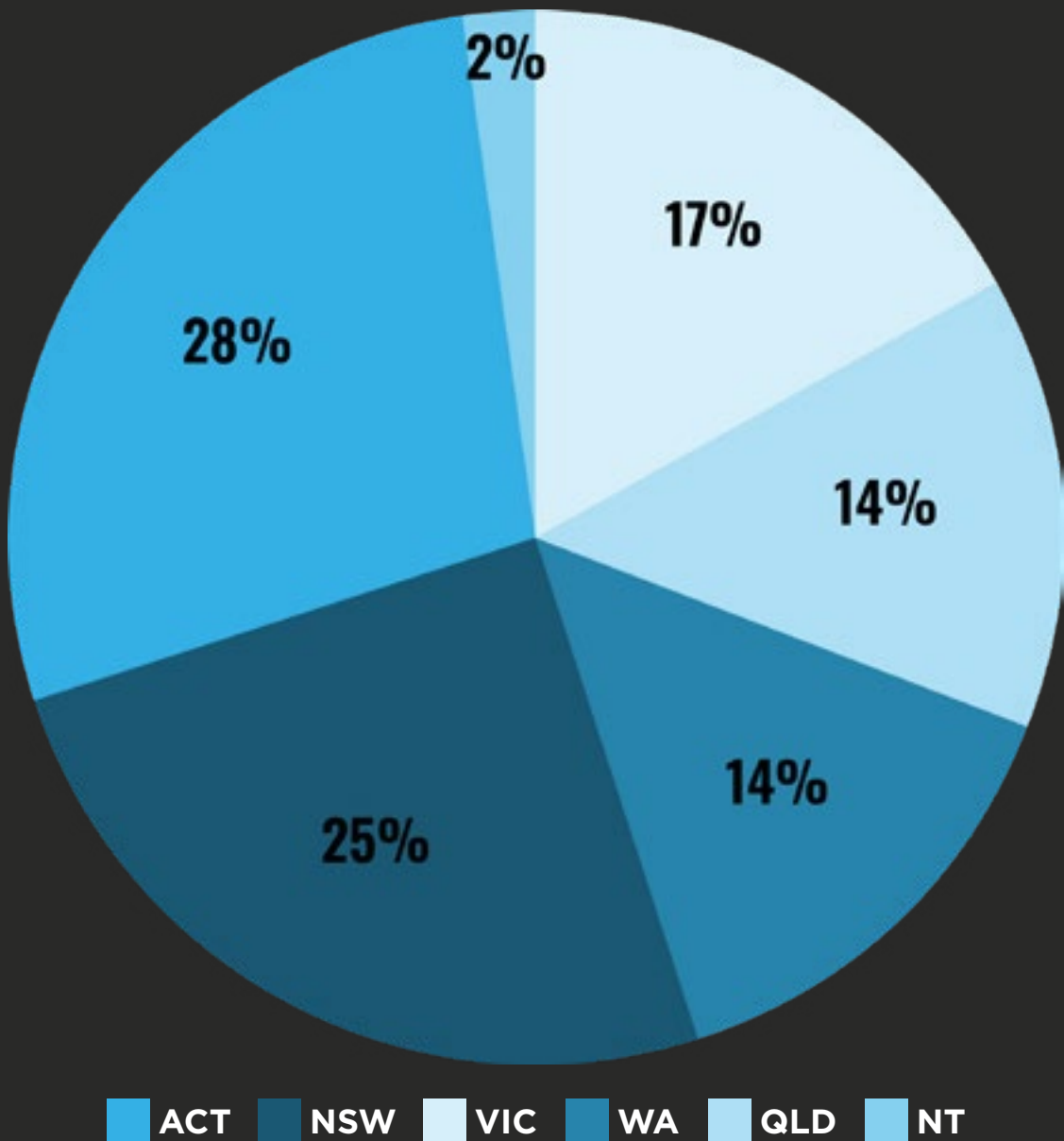
Viva Leisure is the leading and fastest growing provider of health and fitness clubs across Australia. With a mission to connect more Australians to a healthier lifestyle, Viva Leisure operates a portfolio of brands across various fitness categories, offering premium, boutique, flexible, and affordable fitness options.

Viva Leisure’s mission is to connect as many people as possible to a healthy lifestyle, delivering to our members and guests an uncompromising fitness experience via accessible, affordable and quality facilities and services.

The Company directly operates over 190 health clubs throughout Australia, with the majority operating under the Club Lime brand. In addition, Viva Leisure owns the Plus Fitness master franchise which includes over 200 franchisee locations in Australia, New Zealand and India. Viva Leisure’s corporate and franchise business services over 400,000 members.

Viva Leisure has a workforce of 2250 staff members (as of 4 November 2024). The majority of these employees are located in the Australian Capital Territory and New South Wales. Viva Leisure operates various head/state offices in the ACT, NSW, VIC and Gold Coast in addition to the workforce which operates from each of the corporate owned locations. A further breakdown of Viva Leisure’s staff is provided below:

State	Viva Staff
ACT	623
NSW	575
VIC	383
WA	310
QLD	308
NT	51
SA	-
Total	2250



Australian Locations				
State	Viva Corporate	Plus Fitness Franchisees	BFS* Franchisees	Total
ACT	50	-	1	51
NSW	53	129	24	206
VIC	31	7	3	41
QLD	32	6	11	49
NT	4	-	-	4
SA	-	5	3	8
WA	22	17	12	51
Total	192	164	54	410

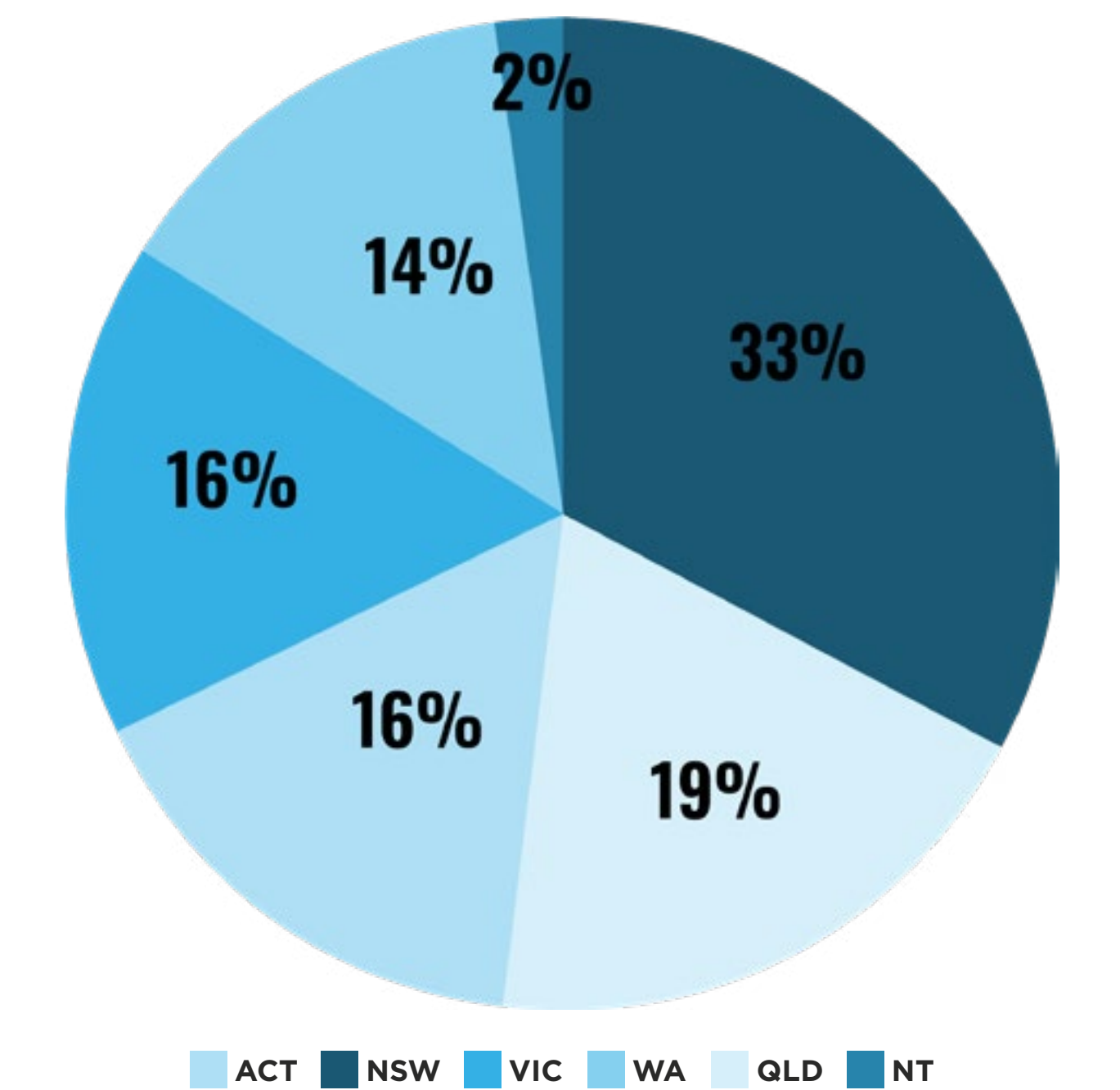
\*BFS refers to Boutique Pilates Studios which Viva is the largest shareholder but does not own 100%



# 4. SUPPLY CHAIN DETAILS

412 suppliers who have provided good or services over the vale of \$100,000 to Viva Leisure in the last 12 months (as of 8 November 2024). Of these suppliers, 179 are Lessor's of Viva Leisures property portfolio and 14 suppliers are based internationally.

The remaining suppliers primarily operate in the manufacturing, construction, retail and professional services industries.



ACT	NSW	VIC	WA	QLD	NT	Total
76	158	89	69	79	10	481





# 5. RISKS OF MODERN SLAVERY

Viva Leisure acknowledges that it faces a risk of modern slavery within its operations. However, it has assessed this risk as low. In making this assessment Viva Lesure has conducted a Modern Slavery Assessment of its suppliers, requesting them to complete a Modern Slavery Questionnaire. The questionnaire was complete by 80% of suppliers.

The questionnaire was complete by 80% of suppliers surveyed.

Risk	Comments
Global supply chain	<p>Whilst many of our suppliers are based in Australia (75%), the remaining suppliers are spread geographically across Europe, Asia and the Americas.</p> <p>Viva Leisure understands that while modern slavery can occur anywhere in the world, it is less likely to occur in Australia due to the extensive legislative and governance frameworks in place. International governments may have less stringent and documents requirements on work health and safety and modern slavery practices.</p>
Suppliers lack of awareness of modern slavery	<p>Suppliers may not be aware of modern slavery and its implications. Some examples of modern slavery are not as obvious as others and can take some investigation.</p>
Auditing suppliers on their promises is difficult	<p>It is difficult to ensure that suppliers are reporting accurate information to Viva Leisure when they are completing their Modern Slavery Questionnaire. It is difficult to verify that correctness of their responses, especially when the supplier operates internationally.</p>
Operation in industries that can be more prone to incidents of modern slavery	<p>Viva Leisure's suppliers primarily operate in the manufacturing, construction and retail industries. These industries have a higher prevalence of reported modern slavery incidents.</p>
Internal staff need to be educated on modern slavery	<p>Employees of Viva Leisure may not be aware of modern slavery and its implications. Some examples of modern slavery are not as obvious as others and can take some investigation.</p>





# 6. ACTIONS

Viva Leisure has identified the following controls that are in place to mitigate the risks discussed in the table above.

Control	Comments
Suppliers are to undertake a Modern Slavery Questionnaire	Suppliers are to complete Modern Slavery Questionnaire which will provide an assessment which determines their risk rating in reference to the Modern Slavery Act.
The Modern Slavery Questionnaire is to be completed by Suppliers every 12 months	Having suppliers regularly complete the questionnaire will allow for greater transparency of our supply chain. It is less likely that any changes in the supplier's situation will be missed by having them re-complete the questionnaire annually.
An assessment of suppliers is to be completed following receipt of the Modern Slavery Questionnaire	Suppliers rating from the Modern Slavery Questionnaire is to reviewed by the Audit and Risk committee. If a supplier is deemed in breach of the Modern Slavery Act, Viva will discontinue to use that supplier. Suppliers' status of Assessment is to be reported to the board every month.
Staff are to be educated on Modern Slavery	A Modern Slavery Policy has been developed and is to be mandatory for all staff to read and acknowledge. Staff will receive training regarding the Modern Slavery Act and Viva Leisure's requirements to comply.
Further due diligence to be completed on suppliers in construction and manufacturing industry	Construction and manufacturing contractors are to complete a pre-qualification audit through a new platform called Linksafe. The pre-qualification includes adherence to Modern Slavery requirements including a Risk Assessment.

# 7.ASSESSMENT OF ACTION

Viva Leisure is pleased to report that we have not identified any instances of modern slavery within our operations during the reporting period. We recognise the importance of regularly assessing the risk, and taking action to minimise the risk of modern slavery occurring in our business practices. Viva Leisure commits to reviewing these actions and accessing their effectiveness regularly.





# 8. CONSULTATION

Viva Leisure has engaged in consultation across its differing brands and entities in preparation of this Modern Slavery Statement. Viva Leisure acknowledges that we must work together across all levels of the organisation to effectively address our risk of modern slavery and encourages all staff members and stakeholders to provide their suggestions in how we can improve our practices

# 9. ENDORSEMENT

This Modern Slavery Statement has been approved by the Board of Viva Leisure Limited (ABN 76 607 079 792). Viva Leisure Limited is the parent company of all other entities included in the table at Appendix A.

This Statement is signed by Harry Konstantinou in his role as the CEO and Managing Director of Viva Leisure Limited (ABN 76 607 079 792).



**Harry Konstantinou**  
CEO & Managing Director, Viva Leisure Limited

Appendix A- Entities
Chain Collective Group Pty Ltd
Club Blue Pty Limited
Club Lime Pty Limited
Club MMM! Pty Limited
Club Pink Pty Limited
Club Swim Pty Limited
Club Team Pty Limited
Fitness Equipment Rentals Pty Ltd
GROUNDUP Studios Pty Ltd
HIIT Republic Australia Pty Limited
Plus Fitness (NZ) Limited
Plus Fitness International Pty Limited

Plus Fitness Pty Ltd
Powerbase Holdings Pty Ltd
Psycle Life Pty Limited
Rebalance Pilates & Yoga Group Pty Ltd
Supp Society Pty Ltd
Surge Enterprises Pty Ltd
Surge Fitness Butler Pty Ltd
Surge Fitness Clarkson Pty Ltd
Surge Fitness Esplanade Pty Ltd
Surge Fitness Wanneroo Pty Ltd
The Club Group (Greenway) Pty Limited
The Club Group Pty Limited
Viva Leisure (NZ) Limited

Viva Leisure Memberships Pty Limited
Viva Leisure Operations (NT) Pty Ltd
Viva Leisure Operations (NZ) Limited
Viva Leisure Operations Pty Limited
Viva Leisure People Pty Limited
Viva Leisure Property Pty Limited
Viva Pay (NZ) Limited
Viva Pay Pty Ltd
Zoo Fitness Pty Ltd





**VIVALEISURE**