

An aerial photograph of a dense tropical forest. Two people are ziplining through the canopy. The person in the foreground is wearing a blue helmet, a white shirt, and dark shorts. The person behind them is wearing an orange helmet and a light blue shirt. Two white ziplines run diagonally across the frame from the top right to the bottom left. The forest is lush with green foliage, including many palm trees and large-leafed plants.

EXPERIENCE CO LIMITED
ACN 167 320 470
Modern Slavery Statement
30 June 2023

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This statement is made by Experience Co Limited (ACN 167 320 470) (**EXP**) and its subsidiaries (collectively, **EXP/Group**), in compliance with Australia's Modern Slavery Act 2018 (Cth).

This statement outlines EXP's approach to assessing modern slavery risks within its operations and supply chain.

EXP has zero tolerance to any form of human rights abuses in its operations and supply chain and all employees, suppliers, contractors and agents are expected to uphold these values.

EXP is committed to respecting human rights and to implementing practices and procedures to ensure its operations and the sourcing of products and services is undertaken ethically and responsibly.

This statement has been approved by the Board of EXP Limited.



Chief Executive Officer
Experience Co Limited
22 December 2023

1. EXP Structure and Operations

Experience Co Limited (ASX:EXP), registered address Level 5, 89 York Street, Sydney, NSW 2000 is one of the largest adventure tourism operators in Australia and New Zealand. Experience Co's diversified experiences include tandem skydiving, Great Barrier Reef tours and indigenous experiences, exclusive wilderness multi-day adventure walks and Tree Top canopy, ropes and ziplining experiences.

Our business is primarily located on Australia's eastern seaboard from the Great Ocean Road in Victoria to Tropical North Queensland's Cape Tribulation and a Perth based operation on the western seaboard and skydive drop zones in Queenstown, New Zealand.

OUR BUSINESS TODAY

SKYDIVING

Australasia's leading tandem skydiving operation.

14 Drop Zones (DZs) in Australia and 3 in New Zealand's Queenstown region. 2 leading aircraft maintenance businesses



PREMIUM ADVENTURE

Internationally respected luxury lodge and guided walking brand Wild Bush Luxury

3 operating locations: Arkaba (SA), Bamurru Plains (NT) & Maria Island (TAS)



GBR EXPERIENCES

Cairns and Port Douglas based in Tropical North Queensland (TNQ)

Day tours, dive and snorkel activities on the world-renowned Great Barrier Reef



FAMILY ADVENTURE

Australia's leading aerial adventure operation, Treetops Adventure.

15 locations across Australia, predominately on the eastern seaboard



2. Risk of modern slavery in our operations and supply chain

EXP business

All of EXP's operations are conducted in Australia and New Zealand. As at 30 June 2023, the Group comprised c1,180 employees throughout its operations and at head office.

In compliance with legislation and best practice in Australia and New Zealand, the Group has employment policies and processes that ensure its employees are treated fairly, with respect and paid in accordance with applicable legislation. EXP's Code of Conduct outlines its commitment to its employees and contractors and EXP's expectation for employees and contractors to comply with all laws and regulations relevant to EXP's business, including occupational health and safety, fair trading, privacy and employment practices. The Code of Conduct encourages all EXP employees to report any breaches of the Code to senior management or the People and Performance team. EXP employees are trained on the Code of Conduct and it is regularly reviewed and updated.

Supply chain

To facilitate and support the business and its operations, the Company procures products and services from a wide network of suppliers including:

- **Operations** - including – fuel, aircraft and vessel parts and maintenance, skydiving equipment, treetops canopy equipment, parts and maintenance, uniforms and food and beverage.
- **Support services** - including – IT, marketing, insurance and professional services.

EXP considers that the inherent risk of modern slavery in its supply chain to be relatively low due to:

EXP engages with reputable third party suppliers and service providers. A majority of EXP's suppliers operate within Australia (c75%) or in jurisdictions where corporate compliance including compliance with modern slavery legislation is high.

Noting the above, EXP acknowledges that the risk of modern slavery could exist within its broader supply chain.

3. Actions taken to assess and address the risk of modern slavery

Supplier assessment

EXP's initial approach to identifying and assessing any potential modern slavery risks within its operations included an assessment of a majority (c55%) of its supply chain to establish the extent to which those suppliers complied with and/or made positive Modern Slavery statements in relation to their businesses or operations.

Governance supporting ethical operational and business conduct

The Board is committed to and promotes the highest standard of corporate practice and business conduct and has adopted policies and practices outlining and supporting these commitments.

The Company's **Code of Conduct** outlines the obligations of directors, employees and contractors in carrying out their duties in compliance with all laws and regulations, including acting ethically, with honesty and integrity, in good faith and in the best interests of the Company. EXP complies with Australian anti-bribery legislation and prohibits any form of bribery in dealing with third parties to secure any contract including supplier contracts.

The **Equality and Diversity Policy** expresses EXP's commitment to equal employment opportunities, diversity and inclusion.

The **Whistleblower Policy** supports the Company's commitment to ethical behaviour and a culture of compliance and honesty and encourages reporting unethical behaviour and misconduct without fear of possible adverse repercussions as a result.

4. Assessment and effectiveness of actions and future commitments

In its commitment to ensuring the Group conducts its operations ethically and responsibly, EXP recognises the importance of its ongoing assessment of the potential risk of modern-slavery in its operations and supply chain and will continue to:

- Develop its internal understanding and oversight of modern slavery risks throughout its operations and supply chain.
- Increase the scope of its supplier review and assessment.
- Assess and implement, as necessary, additional policies and practices for assessing and onboarding new suppliers.