



Encore Event Technologies Pty Limited
ABN 46 006 668 702
encore-apac.com

ENCORE EVENT TECHNOLOGIES GROUP PTY LIMITED

Modern Slavery Statement for Financial Year 2024–2025

This Modern Slavery Statement is made by **Encore Event Technologies Group Pty Limited** (the *Group*) under the **Australian Modern Slavery Act 2018 (Cth)** on behalf of each Group entity covered by this Statement.

This Statement describes the steps taken by the Group during the financial year **1 January 2025 to 31 December 2025** to identify, assess and address modern slavery risks in its operations and supply chains, and how the Group assesses the effectiveness of those actions.

Statement from Scott Nodsle, Managing Director, International

I am committed to ensuring our business operates responsibly and in accordance with the Modern Slavery Act 2018.

During the reporting period 1 January 2025 – 31 December 2025, we continued strengthening our approach to identifying and managing modern slavery risks across our operations and supply chain. As an event technology provider, our risk exposure can arise through global equipment manufacturing, labour hire, facilities management, hospitality and tourism services, and, overseas operations.

This year we enhanced supplier due diligence, updated contractual protections, published our first Modern Slavery Policy, and provided modern slavery training to more employees. These steps form part of our broader governance and sustainability framework.

While we have not identified instances of modern slavery within our operations during the reporting period, we recognise that ongoing vigilance and continuous improvement are essential. We remain committed to transparency, accountability and strengthening our controls in the year ahead.

Our Structure

This Statement applies to **Encore Event Technologies Group Pty Ltd** and its operating subsidiaries across Australia, New Zealand, Fiji, Singapore, Hong Kong, South Korea, Malaysia, Taiwan, China, Macau and the Philippines (together, **the Group**).

Encore Event Technologies Group Pty Ltd is an Australian proprietary company limited by shares and is the ultimate holding company of the Group. The Group primarily operates across the **ANZPAC** and **Asia** regions.

The following Group companies: (each a "**Company**" and collectively "**Encore Event Technologies Group**") are covered by this Statement.

Encore Event Technologies Group Pty Ltd (ABN 69 083 269 701) is an Australian proprietary company limited by shares and is the ultimate Encore Event Technologies Group Holding Company. It was incorporated in Victoria, Australia on 3 July, 1998 and its registered office is at Unit 5, 21 South Street, Rydalmere, New South Wales, Australia.

Encore Event Technologies Pty Ltd (ABN 46 006 668 702) is an Australian proprietary company limited by shares and is the Group's largest subsidiary company in Australia and was incorporated in Victoria, Australia on 21 November 1986. Its registered office is also at Unit 5, 21 South Street, Rydalmere, New South Wales, Australia.

ETF National Pty Ltd (ABN 36 107 202 595) is an Australian proprietary company limited by shares and is also a subsidiary company of the Group in Australia and was incorporated in New South Wales, Australia on 27 November 2003 and its registered office is also at Unit 5, 21 South Street, Rydalmere, New South Wales, Australia.

Exhibitions and Trade Fairs Pty Ltd (ABN 72 101 130 527) is an Australian proprietary company limited by shares and is also a subsidiary company of the Group in Australia and was incorporated in New South Wales, Australia on 26 June 2002 and its registered office is also at Unit 5, 21 South Street, Rydalmere, New South Wales, Australia.

Encore Event Technologies (Asia Pacific) Pty Limited (ABN 88 099 482 827) is an Australian proprietary company limited by shares and is a subsidiary company of Encore Event Technologies Pty Ltd in Australia and was incorporated in New South Wales, Australia on 5 February 2002 and its registered office is also at Unit 5, 21 South Street, Rydalmere, New South Wales, Australia.

Encore Event Technologies (HK) Holding Limited is a subsidiary company of Encore Event Technologies (Asia Pacific) Pty Ltd located in Hong Kong and was incorporated in Hong Kong with limited liability under Company Number 1011412 on 2 December, 2017 and its registered office is located at Units 6901 and 6903, 69th Floor, Central Plaza, No 18 Harbour Road, Wanchai, Hong Kong. Encore Event Technologies Holding (Singapore) Pte. Ltd (Company Number 201708936N) is a subsidiary company of Encore Event Technologies (Asia Pacific) Pty Ltd, located in Singapore and was incorporated in the Republic of Singapore on 31 March, 2017 and its registered office is at 16 Raffles Quay, #33-03, Hong Leong Building, Singapore 048581.

Encore Event Technologies (Fiji) Pte. Ltd is a subsidiary company of Encore Event Technologies (Asia Pacific) Pty Ltd with Company Number 17702 and was incorporated in Fiji on 29 June, 2005 and its registered office is at Sheraton Fiji Resort, Denarau Island, Nadi, Viti Levu.

Encore Event Technologies NZ Limited (Company Number 1188801) is a subsidiary company of Encore Event Technologies (Asia Pacific) Pty Ltd located in New Zealand and was incorporated on 11 February, 2002, and its registered office is at Flat 2, 27b Cain Road, Penrose, Auckland 1061, New Zealand.

Encore Event Technologies China Holding Limited is a subsidiary company of Encore Event Technologies (HK) Holding Limited, located in Hong Kong with Business Registration No. 36102850 and was incorporated in Hong Kong on 5 December, 2005 and its registered office is at Units 6901 and 6903, 69th Floor, Central Plaza, No 18 Harbour Road, Wanchai, Hong Kong.

Encore Event Technologies Philippines Inc. is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte. Ltd located in the Philippines and was incorporated in the Philippines on 29 September, 2017 and its registered office is at Unit 2005-B 20th, Floor West Tower, Philippine Stock Exchange Centre, Exchange Road, Ortigas Center, Pasig City, Philippines.

Encore Event Technologies Macau Limited is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte Ltd located in Macau and was incorporated in Macau on June 26, 2017, and its registered office is at Av. Praia Grande, No.367-371, Keng Ou Building, 15th Floor, Macau.

Encore Event Technologies Hong Kong Limited is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte. Ltd located in Hong Kong with Business Registration Number 67832298 and was incorporated in Hong Kong on 8 June, 2017 and its registered office is at Units 6901 and 6903, 69th Floor, Central Plaza, No 18 Harbour Road, Wanchai, Hong Kong.

Encore Event Technologies South Korea Limited is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte Ltd located in South Korea and was incorporated in South Korea on July 20, 2017 and its registered office is at 11F, 15 Teheranro82-gil, Gangnam-gu, Seoul (Daechi-dong, DI Tower Bldg).

Encore Event Technologies Singapore Pte Ltd is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte Ltd located in Singapore and was incorporated in Singapore on 31 March, 2017 and its registered office is at 16 Raffles Quay, #33-03, Hong Leong Building, Singapore 048581. Encore Event Technologies Malaysia SDN. BHD is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte Ltd located in Malaysia and was incorporated in Malaysia on July 18, 2017 and its registered office is at 22 and 22A, Jalan Sasa 2, Taman Gaya, 81800, Ulu Tiram, Johor, Malaysia.

Encore Technologies Taiwan Pte. Limited is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte Ltd located in Taiwan and was incorporated in Taiwan on 21 September, 2017 and its registered office is at 6F., No. 378, Changchun Road, Zhongshan District, Taipei City 104, Taiwan (R,OC).

Please note the following change has been made to the Group structure in this Financial Year:

Encore Technology (Beijing) Co., Ltd is in liquidation. It is a subsidiary company of Encore Event Technologies China Holding Limited, located in China and was incorporated in China on 14 February, 2006 and its registered office is at Room 1767, 15th and 17th Floor, Building No. 3, A10 Jiuxianqiao Road, Chaoyang District, Beijing, China, 100015.

Consolidated revenue for the Group was approximately \$122.5M for the financial year from 1 January, 2025 to 31 December, 2025 and approximate number of employees as at the date of this Statement are 577 employees.

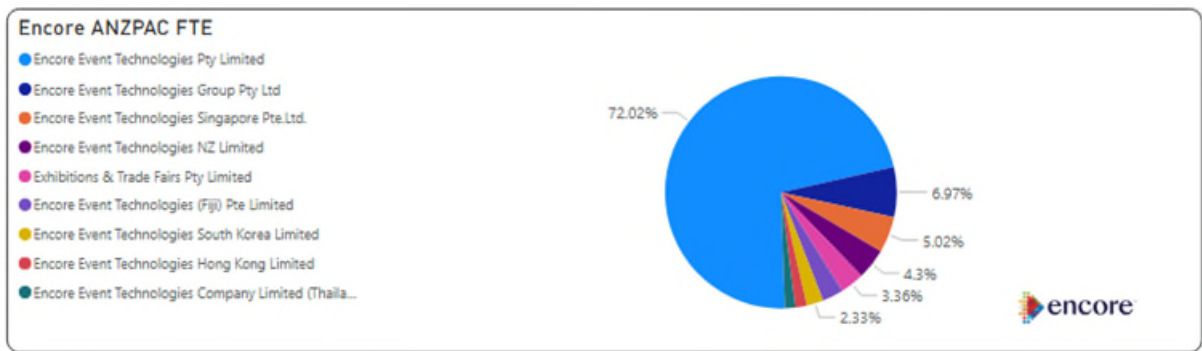
Operations

Encore Event Technologies Group delivers a range of integrated event services in Australia and internationally. The Group businesses operate in two regions: Australia, New Zealand and Fiji (**ANZPAC**) and Hong Kong, Singapore, South Korea and Thailand (**Asia**). The Group delivers services for events of any scale and size, from business events and annual general meetings to large-scale entertainment and sporting events and trade and consumer exhibitions. Through its successful in-house venue services model the Group delivers event and audio-visual services onsite at over 120 leading five-star hotels and convention centers in ANZPAC and Asia. Encore predominantly operates in the corporate event space providing leading staff and high-end equipment to support over 30,000 events annually such as AGM's, awards nights, conferences, roadshows and exhibitions. We are

committed to sustainability through responsible business practices and partnerships aimed at reducing environmental impact. These initiatives focus on energy efficiency, waste reduction, and promoting green solutions. Encore prides itself on its expert team, which is trained to deliver high-quality event services. The commitment to staff development ensures that team members are equipped with the skills needed to excel in the industry.

Event Segment	Segment Split
Large	15%
Medium	31%
Small	54%

The Group employs approximately 577 employees (**FTE**) in 7 key markets across ANZPAC.



Supply Chains

We have largely replicated the information we provided last year in this section but have updated where some of the data has changed.

The Group engages approximately 1,700 suppliers across the APAC region. Key supplier categories include:

- audiovisual equipment manufacturers, distributors and rental providers
- labour hire providers and specialist event personnel
- facilities management services, including cleaning, security and maintenance
- hospitality, accommodation and venue-related services
- professional and corporate service providers

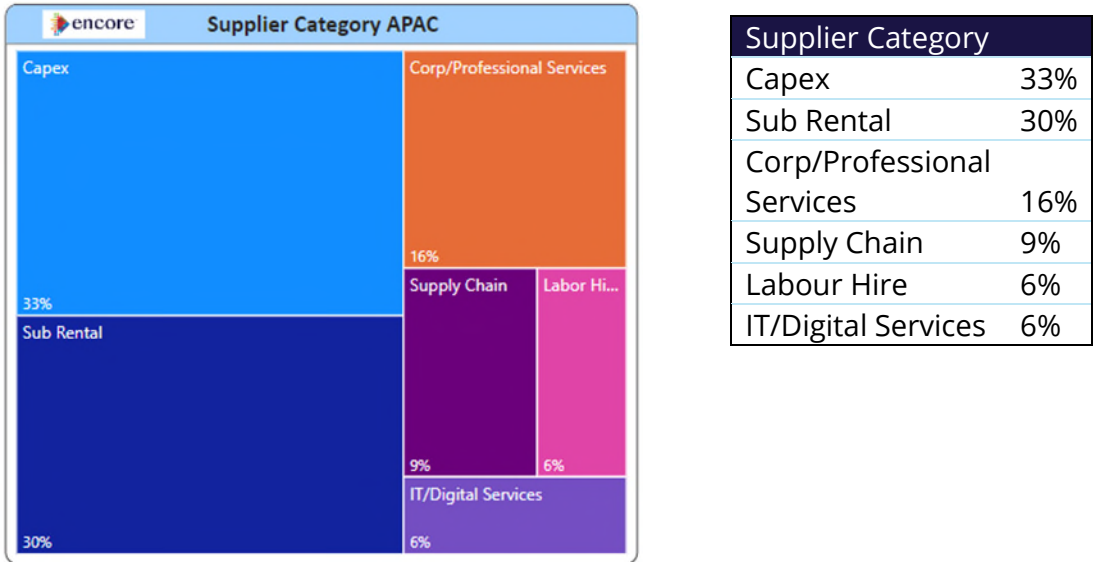
Most suppliers are small to medium enterprises located near the Group’s operations. More than half of supplier spend is with suppliers engaged for five years or longer.

In APAC we engage approximately 1700 external suppliers in our supply chain. Most suppliers are small and medium-sized enterprises. They predominantly comprise of equipment manufacture, distribution, rental and event related service providers that are in regional proximity to our operations. Encore Operations are based in metropolitan areas within the APAC region and are underpinned by local bases to support our venue partnerships.

When multiple factors of modern slavery are present together, the likelihood of harm rises. The

Group has not discovered any cases of exploitation. However, we have noted certain areas within our operations and supply chain where concerns or possible risks may emerge.

The Group values long-term relationships in its supply chain, recognizing that lasting partnerships drive mutual success. More than 50% of supplier spending is with partners with whom we have maintained relationships for five years or more, underscoring a commitment to stability and trust. This enables the Group to work closely with suppliers on shared goals, such as quality improvement and sustainable practices including modern slavery.



Modern Slavery Risks

During FY2024–2025, the Group continued to assess modern slavery risks associated with its operations and supply chains. The Group has in our Modern Slavery Statement from last year identified the following areas as presenting relatively higher risk:

- **Equipment manufacturing**, particularly where manufacturing occurs offshore
- **Labour hire services**, including casual and contract technical labour
- **Facilities management services**, such as cleaning and security
- **Hospitality and tourism-related services** connected to venue-based operations
- **Overseas operations**, due to varying regulatory and labour standards.

The Group recognises that its visibility beyond first-tier suppliers is limited and that this presents an ongoing risk requiring further due diligence.

Modern slavery risks exist in the above industries in the Asia-Pacific region (Encore Event Technologies (Fiji) Pte. Ltd, Encore Event Technologies South Korea Limited, Encore Event Technologies Singapore Pte Ltd, Encore Event Technologies Hong Kong Limited may potentially be impacted by such risks). We also acknowledge that due to this complexity, in some cases we have limited visibility in our direct suppliers, supply chain which could result in modern slavery risks.

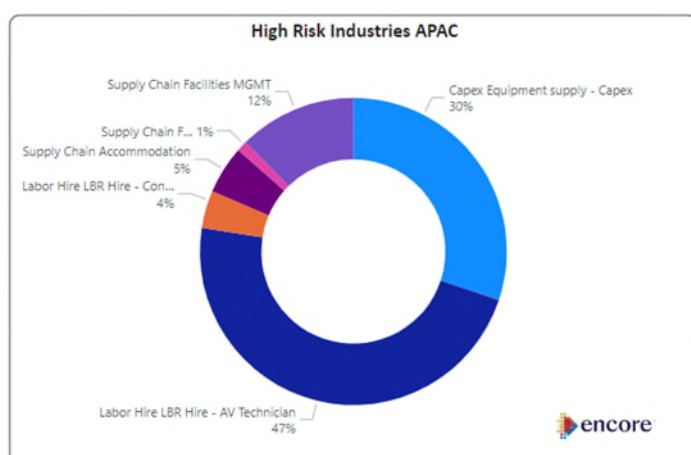
These areas present the greatest risk in our supply chains and are therefore our greatest priority in

assessing and mitigating any potential risks. We had hoped to progress further in our assessment of these areas in this year's Statement, but due to time and budgetary constraints we have been unable to do so. That said, we will place a greater emphasis on monitoring these areas in the next Financial Year.

What the Group has achieved this year is the implementation of its first Modern Slavery Policy which formalises a risk-based approach to identifying, assessing and addressing modern slavery risks across the Group's operations and supply chains. The Policy requires periodic risk assessments, with additional review where there are material changes to suppliers, sourcing locations, labour models or the use of subcontractors and labour-hire. It also embeds due diligence into procurement and recruitment processes, including supplier onboarding questionnaires, screening of higher-risk suppliers, contractual compliance obligations, supplier monitoring, reporting and grievance mechanisms, and corrective action or responsible disengagement where remediation is not possible.

As part of this risk-based approach, the Group developed a modern slavery questionnaire for suppliers operating in higher-risk sectors and regions. The questionnaire is intended to improve the Group's visibility of supplier practices and controls, including labour arrangements, subcontracting, recruitment practices, worker protections, grievance mechanisms and compliance with applicable modern slavery and human rights requirements. Responses will assist the Group to identify suppliers requiring further engagement, enhanced due diligence or corrective action.

The Group will review questionnaire responses on a risk-prioritised basis and follow up with suppliers where responses are incomplete, unclear or indicate potential modern slavery risk indicators. Follow-up actions may include requesting further information or supporting documentation, seeking confirmation of labour and recruitment practices, requiring corrective action plans, increasing monitoring of higher-risk suppliers, escalating material concerns to Legal, Procurement or senior management, and considering suspension or termination of the supplier relationship where risks cannot be adequately addressed.



Risk area	Supplier
Capex	108
Equipment supply - Capex	108
Labour Hire	205
LBR Hire - Consultant	14
LBR Hire - AV Technician	191
Supply Chain	68
F&B	4
Accommodation	20
Facilities MGMT	44

Understanding Risk areas in our Supply Chain

We set out again the key risk areas as identified in our Modern Slavery Statement from last year for emphasis here, as we still consider these to be the key risk areas in the Group's business.

Manufacturing (CAPEX)

The Group's procurement function involves managing multiple overseas manufacturing suppliers, predominantly for the supply of event-related equipment. Overseas manufacturing is a high-risk area for modern slavery due to several interconnected factors. In many regions, particularly in developing countries, labour regulations may be weak or poorly enforced, creating conditions where exploitative practices can go unchecked. These areas often have high levels of poverty and limited employment opportunities, making workers vulnerable to accepting poor conditions or low wages, sometimes under coercion or deceptive terms.

Labour Hire

Due to the seasonality of Group operations, the business often relies on casual labour agencies and contractors to fulfil labour shortages. Labour hire often involves complex supply chains with subcontractors, making oversight difficult. Many regions lack stringent regulations for labour agencies, and where laws do exist, enforcement may be weak, allowing unethical practices to persist. Agencies often serve as intermediaries, supplying temporary or seasonal workers. This indirect employment model can reduce visibility into working conditions, allowing exploitation to go unnoticed. Vulnerable groups, such as migrants and low-skilled workers, are frequently targeted for these roles, making them susceptible to coercion and abuse.

Facilities Management

The Group has base operations in the majority of regions it operates in and engages facilities services companies to maintain these properties. Facilities management is a high-risk area for modern slavery because it often relies on outsourced, low-skilled labour for roles like cleaning, security, and maintenance. These roles are frequently filled by vulnerable populations, including migrant workers, who may face exploitation due to complex supply chains, subcontracting, and inadequate oversight. Inadequate labour rights enforcement and wage pressures create conditions where forced labour can go undetected, making it vital for companies to ensure ethical practices throughout their facilities operations.

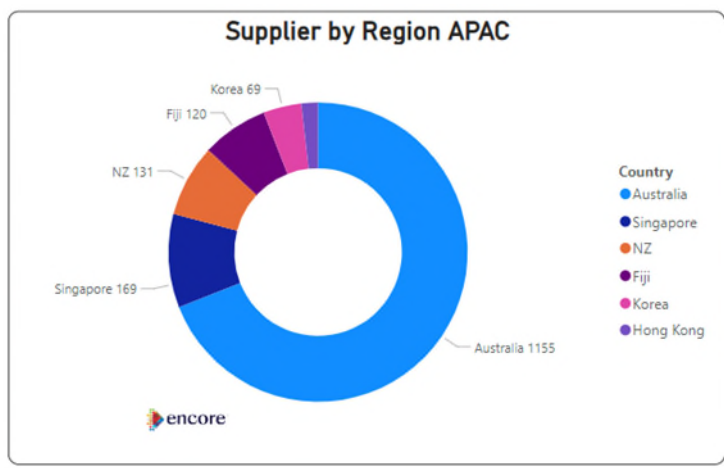
Hospitality and Tourism

Due to the nature of the Group's venue partner business model, the organization operates within the boundaries of over 160 hotels in the APAC region. Hospitality and tourism are high-risk areas for modern slavery due to factors like seasonal work, reliance on migrant labour, and fragmented supply chains. Workers in these sectors are often vulnerable to exploitation, facing low wages, poor working conditions, and limited legal protection. High turnover and outsourcing make oversight challenging, enabling forced labour, trafficking, and exploitation.

Overseas Operations

The Group operates in many overseas regions. Due to this complexity, operating outside of the Australian regulatory framework can present a higher modern slavery risk. This can be due to weaker regulatory frameworks, inconsistent labour standards, and limited oversight in certain regions. In many countries, poverty, lack of legal protection, and corruption increase vulnerability to forced labour, especially in complex supply chains.

Supply Chain Origin:



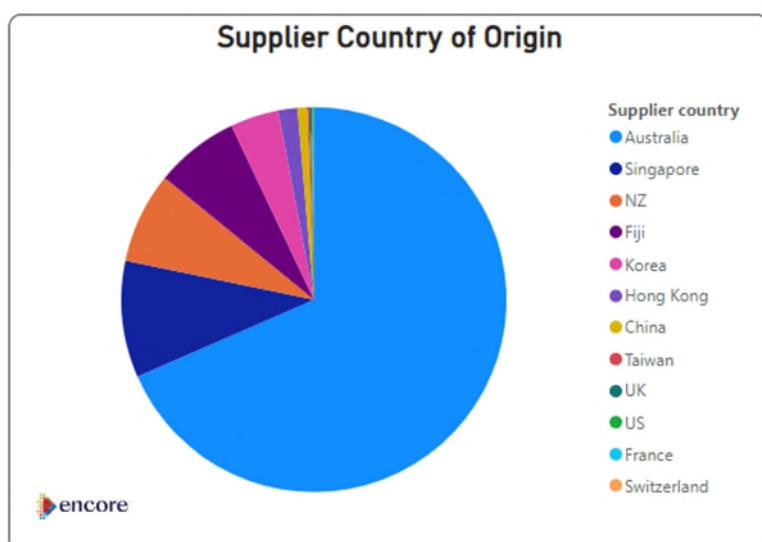
Region	Supplier
Australia	1155
Fiji	120
Hong Kong	30
Korea	69
NZ	131
Singapore	169

We set out in this section the regions where most of our suppliers are located. Much of the information here is similar to what we published last year.

Australian operations (Encore Event Technologies Pty Ltd) maintain most suppliers for the Group with high-risk industries such as labour hire, manufacturing and facilities management making up 40% of the Australian supply chain.

Higher risk regions (Encore Event Technologies (Fiji) Pte. Ltd, Encore Event Technologies South Korea Limited, Encore Event Technologies Singapore Pte Ltd and Encore Event Technologies Hong Kong Limited) in the Group operations comprise 5% of high-risk industries. We had hoped to assess these regions in more detail in this Statement but due to time and budgetary constraints have been unable to do so. The Group will focus on gaining a deeper understanding of these high-risk industries and regions to expand our insight into the supply chain.

When conducting an analysis by country of origin where our suppliers operate, 26% are in high-risk regions for modern slavery (China, Singapore, Fiji and Hong Kong). Further understanding of these suppliers will be a focal point through 2027.



Origin	Suppliers
Australia	1146
Singapore	164
NZ	127
Fiji	118
Korea	68
Hong Kong	27
China	14
Taiwan	3
UK	2
US	2
Switzerland	1
France	1
New Zealand	1

Overall, the Group recognises that modern slavery risks are most likely to arise in higher-risk supplier categories, offshore manufacturing, labour hire, facilities management, hospitality and tourism-related services, and in regions where labour standards and regulatory oversight may vary. The actions taken during the reporting period, including the Modern Slavery Policy, targeted supplier questionnaire and planned follow-up process, are intended to strengthen the Group's visibility of these risks and support a more consistent, risk-based approach to supplier engagement, monitoring and remediation.

Supplier approval

The Group's supplier approval framework is designed to ensure that new suppliers are assessed before engagement and understand the Group's expectations regarding ethical conduct, labour standards, human rights and modern slavery risk management. During the reporting period, the Group strengthened this framework by reinforcing supplier pre-qualification, maintaining modern slavery obligations in purchase order terms, and requiring suppliers to accept the Supplier Code of Conduct as part of the approval and engagement process.

To ensure organisations involved in our supply chain and operations understand and are aligned with our values regarding ethical and sustainable business practices, all suppliers are pre-qualified prior to appointment and submission of purchase orders via our New Vendor set up process. Our compliance program consists of:

1. New supplier details entered in the "New Vendor" database.
2. Senior management review of new supplier details.
3. On completion of senior management review and approval, the new supplier is added to our business systems for use.
4. When the Group engages a supplier, business representatives must provide an approved Purchase Order to the supplier prior to receiving goods or services. All Purchase Orders provided by the Group contain our terms and conditions, which include clauses specific to modern slavery, as per the below:

In this Clause 41, "Modern Slavery" is as defined under the Modern Slavery Act 2018 (Cth). Each party warrants that:

(a) it will comply with all applicable laws, statutes and regulations in force from time to time which relate to Modern Slavery;

(b) it will take necessary steps to minimise Modern Slavery in its supply chains or in its sub-contractors' supply chains;

(c) it will implement and maintain appropriate due diligence procedures for its own suppliers and sub-contractors to minimise Modern Slavery in its supply chains; and

(d) it will notify the other party as soon as it becomes aware of any suspected Modern Slavery in a supply chain which has a connection with this Contract.

During the reporting period, the Group strengthened its Supplier Approval Process by including access to the Supplier Code of Conduct in Group quote documentation. Suppliers must accept the Supplier Code of Conduct as part of the supplier approval and engagement process. The Supplier Code of Conduct sets out the Group's expectations on ethical business conduct, labour standards, human rights and modern slavery risk management. If a supplier breaches the Supplier Code of Conduct, the Group may take appropriate action, including terminating its business relationship with that supplier.

Our Policies

During the reporting period, the Group strengthened its policy framework for identifying and managing modern slavery risks.

The Group has in place at a Group level and for each of our operating companies a suite of responsible business policies to ensure we conduct business in an ethical and transparent manner. These include:

1. A Procurement Policy that establishes ethical sourcing principles;
2. Robust recruitment policies, including conducting eligibility to work in country checks for all employees to safeguard against human trafficking or individuals being forced to work against their will;
3. A Whistleblowing Policy, and we provide individuals in all of our businesses with access to an independent third party whistleblower hotline where all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal; and
4. A Code of Conduct that sets out the way we behave as an organisation and how we expect our employees and suppliers to act.

In FY2025, the Group also adopted and published a Modern Slavery Policy. The Policy confirms the Group's commitment to respecting human rights and preventing, identifying and addressing modern slavery risks in its operations and supply chains. It applies to Group personnel, contractors, suppliers, subcontractors and business partners and sets minimum standards for governance, risk assessment, supplier due diligence, training, reporting, whistleblowing, remediation, recordkeeping and annual review. The Policy also supports preparation of the Group's annual Modern Slavery Statement by requiring risk-based due diligence, supplier controls, reporting pathways and

continuous improvement measures aligned with the Modern Slavery Act 2018 (Cth).

During the reporting period, the Group widened access to its independent third-party whistleblower hotline so that suppliers can raise concerns about practices within the Group's business or supply chain. This provides suppliers with an additional confidential reporting channel to escalate concerns relating to unethical conduct, labour practices, human rights issues or potential modern slavery risks, without fear of reprisal.

Key Supplier Contracts

Our Legal Team has commenced a review of our internal precedent supplier contracts and is updating them to include relevant and appropriate modern slavery clauses providing obligations on key suppliers to ensure they comply with modern slavery legislation.

Where the Group enters into contracts prepared on third party contract terms, our practice for relevant Group companies is to endeavour to include in such contracts relevant and appropriate provisions that include obligations on third party suppliers to ensure they comply with modern slavery legislation.

Training

During the reporting period, the Group continued to use employee training as a key control to support awareness of modern slavery risks and responsible business conduct. This included the following training to Group employees:

1. All employees are required to comply with our Code of Conduct and Preventing Human Trafficking training modules which set out the minimum ethical standards expected of employees, contractors and suppliers;
2. All employees must complete an online corporate induction to ensure they understand the Code of Conduct and are made aware of our policies; and
3. All employees complete annual e-learning training units which include environmental, labour and ethics policies. This has been developed to raise awareness about our approach to Responsible Business Policies.

This year, the Group introduced, for the first time, targeted modern slavery training for all full-time and part-time employees. The training is designed to improve awareness of modern slavery risks, common indicators of exploitation and the reporting pathways available where concerns are identified.

How we assess the effectiveness of the above actions

For FY2026-2027 we propose implementing the following key performance indicators to measure how effective our programs are to mitigate the risks of modern slavery occurring in our business:

1. Implement measures against key initiatives to track program maturity & progress;
2. Establish a Working Group to provide support managing modern slavery with reporting of deliverables to leadership; and
3. Establish a Working Group to review processes and implement initiatives.

Consultation Process

Over the last financial year, we have established a working group of stakeholders from our Legal, HR, Procurement and Marketing Teams who work for our entities Encore Event Technologies Pty Ltd and Exhibitions and Trade Fairs Pty Ltd to examine existing systems and processes we have in place to provide recommendations for improvement and collate required information to address the risks of modern slavery in the operations and supply chains of our Group companies. We have consulted with employees who work for our entities, Encore Event Technologies Pty Ltd and Exhibitions and Trade Fairs Pty Ltd. Some employees have met weekly and others monthly and quarterly.

This Statement is made pursuant to the Australian Modern Slavery Act 2018 and constitutes our anti-slavery and human trafficking statement for the current financial year.

FY25 Progress Achieved

The Group has now completed its second Modern Slavery Statement, marking an essential step in our commitment to addressing and mitigating modern slavery risks. This process has provided valuable insights, deepening our understanding of areas where we can make impactful changes. As we look to 2026-2027, the Group is committed to advancing our efforts to minimize risks, support our staff, and educate our suppliers.

In addition, the Group has completed the following matters to reduce modern slavery risks within the Group business:

- Developed and distributed a modern slavery questionnaire for suppliers in high-risk sectors and regions;
- Created and published a Group Modern Slavery Policy;
- Provided targeted modern slavery training to all full-time and part-time employees of the Group;
- Widened access to the Group's independent third-party whistleblower hotline so that Group suppliers can raise concerns about practices within our business or supply chain; and
- Updated our Supplier Approval Process so that a copy of our Supplier Code of Conduct is included as a link in all Group Quotes and all Suppliers must accept the Supplier Code of Conduct. Any breach of the Supplier Code of Conduct by a Supplier may result in the Group terminating its business relationship with that Supplier.

Key Initiatives For 2026-2027

In the next 12 months, the Group will focus on the following initiatives to further strengthen its modern slavery risk management program:

- Establish a small cross-functional Modern Slavery Working Group (Legal, Procurement, HR, Operations) with a defined charter, quarterly meeting cadence, and a simple action tracker to support delivery of the initiatives below.
- Refresh and prioritise the Group's modern slavery risk mapping to focus on higher-risk categories identified in this Statement (including equipment manufacturing, labour hire, facilities management and venue-related services), and document a clear rationale for the priority list.

- Implement a targeted supplier due diligence program for priority suppliers (for example, a short questionnaire plus supporting document request), and establish a repeatable process for follow-up, escalation, and documenting outcomes.
- Complete the review of key supplier templates and standard purchase order terms to ensure modern slavery protections are consistently included (including compliance with applicable laws, due diligence expectations and notification obligations), and communicate the updated approach to relevant business stakeholders.
- Strengthen controls for higher-risk service providers (including labour hire and facilities management) by confirming key practices (e.g., right-to-work checks, wage compliance controls and subcontractor visibility) and recording the checks in a central register.
- Deliver targeted modern slavery training for relevant teams (including Procurement, HR, venue operations and regional leaders), supported by short role-specific guidance on identifying red flags and how to escalate concerns.
- Operationalise a clear speak-up and remediation pathway for modern slavery concerns (including supplier access to the whistleblower hotline), with an internal procedure that defines roles, timelines, documentation requirements and when to involve Legal/HR.
- Implement practical effectiveness measures and reporting (e.g., number of priority suppliers onboarded into due diligence, training completion rates for targeted cohorts, and progress against the Working Group action tracker) and provide a short update to leadership at least twice during the year.

Approval for this Statement

This Statement was approved by the Board of Directors of
Encore Event Technologies Group Pty Ltd on



Scott Nossle 26 June 2026
Director