

HOYTS

Joint Modern Slavery Statement

HG Holdco Pty Ltd

2022 Reporting Year



Table of Contents

1.	Reporting Entity	3
2.	The HOYTS Group Structure, Operations and Supply Chain	4
3.	Potential Risks in the HOYTS Group Supply Chain	6
4.	Action taken to Mitigate Risks	7
5.	Measuring effectiveness	8
6.	Consultation Process	9
7.	Future Roadmap	9
8.	Appendix	11

1. Reporting Entity

This is the joint statement made by HG Holdco Pty Ltd on behalf of the reporting entities in the HOYTS Group (see appendix A for a full list of the entities covered by this statement) for the financial year ending 31 December 2022.

The HOYTS Group has a rich Australian history spanning 113 years. Today, the HOYTS Group is a leader in entertainment and advertising across Australia and New Zealand. The HOYTS Group encompasses all of the entities owned and controlled by HG Holdco Pty Ltd (**the HOYTS Group**). This principally covers four key businesses:

- HOYTS Cinemas
- Val Morgan cinema advertising
- Val Morgan digital advertising
- Val Morgan Outdoor out of home digital advertising
- Funderdome, a social entertainment venue

Caring is at the core of the HOYTS Group values. The HOYTS Group cares about its guests, and it cares about its people. The HOYTS Group also cares about those working within its supply chain who contribute to the prosperity of the HOYTS brand, and we want to make sure that they are cared for too. That is why the HOYTS Group is proud to be taking action to identify and minimise the risk of slavery-like practices in our supply chain as part of our compliance with the *Modern Slavery Act 2018* (Cth).



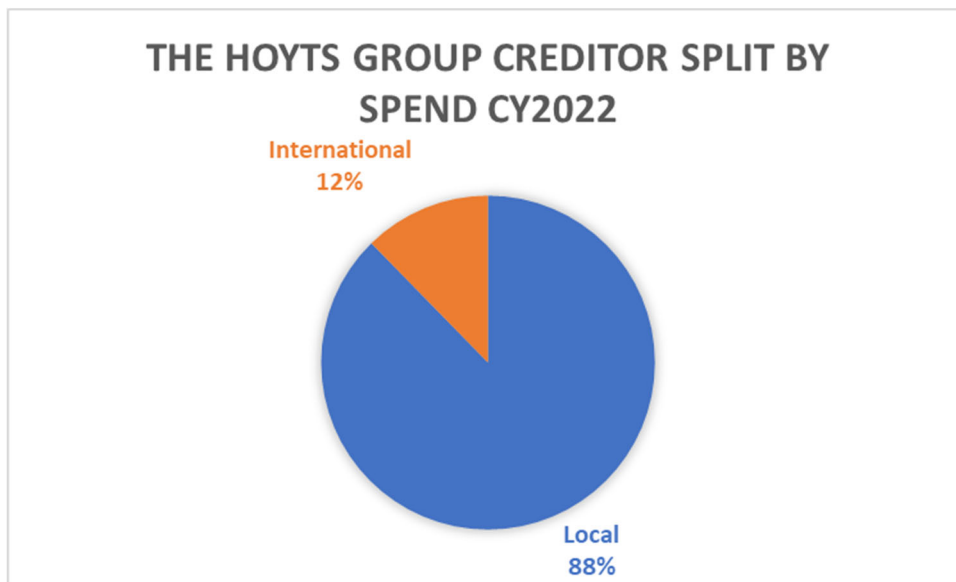
2. The HOYTS Group Structure, Operations and Supply Chain

The HOYTS Group procures a diverse range of goods and services. For the purposes of this statement, our key operating entities and operations and the associated supply chains are as follows:

<u>Business</u>	<u>Main Operation</u>	<u>Main Supplier Categories</u>
HOYTS Cinemas Australia and New Zealand	<ul style="list-style-type: none"> ▪ Exhibition of film content ▪ Sale of food & beverage products ▪ Sale of merchandise 	<ul style="list-style-type: none"> ▪ Film distributors ▪ Food & beverage suppliers ▪ Merchandise manufacturers ▪ Uniform suppliers ▪ Professional services & consultants ▪ Financial institutions & advisors ▪ Cinema landlords ▪ Facilities providers ▪ Technology (software, hardware, and cloud services) ▪ Travel, Transport & Hotels ▪ Construction contractors
Val Morgan Australia, New Zealand and the UAE	<ul style="list-style-type: none"> ▪ Cinema advertising 	<ul style="list-style-type: none"> ▪ Advertising clients ▪ Technology (as above) ▪ Media agencies
Val Morgan Digital	<ul style="list-style-type: none"> ▪ Digital Advertising (The Latch, Fandom, POPSUGAR and Thrillist) 	<ul style="list-style-type: none"> ▪ Advertising clients ▪ Technology (software, hardware, and cloud services) ▪ Media agencies
Val Morgan Outdoor	<ul style="list-style-type: none"> ▪ Digital outdoor advertising in gyms, shopping centres, petrol stations and office towers 	<ul style="list-style-type: none"> ▪ Advertising clients ▪ Technology (as above) ▪ Media agencies ▪ Programmatic providers
Funderdome	<ul style="list-style-type: none"> ▪ Social entertainment and interactive games ▪ Sale of food & beverage products ▪ Sale of merchandise 	<ul style="list-style-type: none"> ▪ Food & beverage suppliers ▪ Merchandise manufacturers ▪ Uniform suppliers ▪ Games suppliers ▪ Technology (as above)) ▪ Facilities providers ▪ Construction contractors ▪ Design, concept & brand consultants

The HOYTS Group suppliers are primarily located in Australia. However:

- Many HOYTS Group suppliers source components of their goods or services from overseas, including materials for furnishings, fittings, software. These items may also include projectors, sound equipment and IT servers.
- The HOYTS Group regularly sources travel and accommodation services from overseas for the purpose of business-related travel including attending conferences, training and conventions.



3. Potential Risks in the HOYTS Group Supply Chain

The HOYTS Group employs over 3,000 people in Australia and New Zealand. The HOYTS Group draws upon a wide talent pool to form a workforce as diverse as the communities in which we operate.

Across all operations, the HOYTS cinema, Funderdome and Val Morgan advertising businesses directly employ team members under casual and permanent employment arrangements which meet or exceed the minimum wage.

The HOYTS Group leverages several technology solutions to ensure that rostering, attendance, and payroll systems deliver accurate and timely payment of wages and entitlements to all employees.



The HOYTS Group recognises that its largest potential exposure to modern slavery is through international supply chains. We continued to focus on the following categories of new suppliers in the 2022 reporting year:

- Food, beverage, and merchandise packaging
- Cleaning services
- Information technology hardware
- Uniforms

The HOYTS Group has to date received excellent support from key suppliers, many of which are also commencing modern slavery reporting in Australia and other reporting jurisdictions. The high engagement from suppliers has given the HOYTS Group comfort that there is an

ongoing dialogue with suppliers that will foster positive discussion should any risks be identified in the future.

4. Action taken to Mitigate Risks

The HOYTS Group has implemented a modern slavery compliance framework that involves a combination of awareness, education, engagement with stakeholders and ongoing review.

a. Modern Slavery Team established

A team has been established to lead the HOYTS Group modern slavery compliance project by establishing a strategy for identifying and mitigating the risk of modern slavery in the HOYTS Group's supply chain.

b. Whistle-blower reporting service implemented

The HOYTS Group has implemented an independent whistle-blower reporting service which facilitates the reporting of misconduct by employees and suppliers with the option of doing so anonymously.

c. Modern Slavery commitment statement affirmed by CEO

The HOYTS Group CEO has signed a commitment statement explaining how compliance with the *Modern Slavery Act* aligns with the HOYTS Group values and provided an update on how the HOYTS Group was progressing with the implementation of modern slavery compliance processes.

d. Supplier due diligence

The Modern Slavery Team has tailored due diligence processes to focus on new suppliers of goods and services with an elevated level of risk based on their industry and location of operations.

e. Development and distribution of Supplier Questionnaire

The Modern Slavery Team has developed a self-assessment questionnaire to find out more about its suppliers' business practices. Processes were implemented to ensure that the questionnaires are provided to all new suppliers and rolled out strategically to existing suppliers in accordance with (d) above.

f. Training delivered to senior management

Training has been delivered to senior management and training materials were created and provided to business leaders across the HOYTS Group to use and refer to when distributing the self-assessment questionnaires to key suppliers.

g. Assessment of Supplier Questionnaire responses

The HOYTS Group reviewed direct feedback from suppliers on modern slavery through the questionnaires referred to above to assess the risk of individual suppliers.

5. Measuring effectiveness

The HOYTS Group is committed to ongoing assessment, in which we continuously improve our approach and management of modern slavery risks. During the 2022 reporting year, the HOYTS Group continued to expand on existing processes:

- All new suppliers as part of the supplier onboarding process are required to complete the supplier questionnaire.
- All supplier questionnaires on completion and receipt are reviewed by a member of the Finance Department for any potential risks.
 - 125 new suppliers were required to complete the questionnaire. Of the 125 new suppliers, 2 did not complete the questionnaire.
- Modern slavery risks are addressed as a key agenda point in our quarterly senior management risk meetings.
- The HOYTS Group has recently hired a Sustainability Manager, whose role is to focus on positive environmental, social and governance outcomes and support delivery of the Group's evolving ESG strategy, including in respect of modern slavery.
- A Sustainability Committee has also been established in recent months, which is responsible for developing and implementing the Group's sustainability strategy and related policies, including modern slavery.
- A modern slavery compliance obligation clause is included as a proposed term in new supplier commercial contracts and renewals of existing contracts.

An example of our standard modern slavery compliance clause is below:

[insert Non-HG supplier of goods or services] agrees to:

1. comply with the *Modern Slavery Act 2018 (Cth)* to the extent it applies to the [non HOYTS/VM entity];
 - i. promptly provide [HOYTS/VM entity] with such information as [HOYTS/VM entity] deems reasonably necessary for the purpose of assisting [HOYTS/VM entity] to comply with its obligations under the *Modern Slavery Act 2018 (Cth)* as a supplier within [HOYTS/VM entity]'s supply chain; and
 - ii. promptly inform [HOYTS/VM entity] of any modern slavery identified within [Non-HG party]'s supply chain and the proposed remediation strategy.
- We have worked with our controlled entities who have implemented our onboarding process requiring new suppliers to complete the supplier questionnaire.

6. Consultation Process

Consultation between the entities within the reporting entity can be achieved because the HOYTS Group CEO, Damian Keogh, is a common director of the reporting entity and all subsidiaries and controlled entities of HG Holdco Pty Ltd.

7. Future Roadmap

Since COVID the business has primarily been focused on operational recovery. Whilst the HOYTS Group remains committed to progressively identifying, assessing, and addressing risks of modern slavery in our supply chains and operations, the Board recognises that our progress on identifying modern slavery in our supply chains has been limited.

Continuous improvement is a critical part of the HOYTS Group's risk management framework moving forward. With that in mind, the Group has a Modern Slavery risk management roadmap to enhance its risk management activities in this area. Activities planned for future years include:

- i. Create a modern slavery info page on Workplace, our local social media platform for all Group employees, with a suite of resources about modern slavery.
- ii. Provide modern slavery training to all staff with contact points with supply chain relationships to ensure awareness and compliance.
- iii. Adding a section on modern slavery in the employee Code of Conduct document.
- iv. Work with key stakeholders across our industries to develop a data-led review into all supply chains to facilitate a coordinated response to modern slavery risk.
- v. Focus on Tier 1 (high value) international suppliers to identify modern slavery risk and consider appropriate actions in response.
- vi. Continuing to build strong, long-term relationships with key suppliers and
- vii. Development of a modern slavery effectiveness reporting framework and key performance indicators (KPIs), against which the performance of the HOYTS Group can be measured and reported on.

CEO Statement

This statement is jointly submitted on behalf of the reporting entities in the HOYTS Group, outlining the steps taken during FY22, in compliance with section 14 the Australian *Modern Slavery Act 2018* (Cth). In preparing this Modern Slavery Statement, consultation was undertaken with representatives from Hoyts Group Finance, Head of Operational Divisions, Legal, Procurement, and Risk functions who have oversight of the reporting entities and their controlled entities. The board of directors of HG Holdco Pty Ltd has approved this statement.



Damian Keogh AM
President & CEO - the HOYTS Group
Director - HG Holdco Pty Ltd

8. Appendix

HG Holdco Pty Ltd ACN 603 089 907 owned and controlled entities (collectively, **the HOYTS Group**):

- HG Bidco Pty Ltd ACN 603 089 907
- Val Morgan Retail Media Holdings Pty Ltd ACN 133 449 073
- Val Morgan Retail Media Pty Ltd ACN 086 439 054
- Val Morgan Petro Media Pty Limited ACN 160 285 325
- VMO Active Pty Ltd ACN 099 809 337
- Innov8 Media Pty Ltd ACN 128 253 029
- Aupikco Pty Limited ACN 128 698 322
- Auholdco4 Pty Limited ACN 128 712 265
- Hoyts Corporation Holdings (N.Z.) Limited NZCN 363873
- Auholdco1 Pty Limited ACN 128 698 224
- HCH Bidco (NZ) Limited NZCN 1987157
- Aulinco Pty Limited ACN 127 647 376
- Hoyts Digital Cinemas (NZ) Limited NZCN 2495989
- Hoyts Cinemas (N.Z.) Limited NZCN 521631
- Hoyts Multi-plex Cinemas Pty Ltd ACN 006 564 585
- Media Entertainment Group (New Zealand) Limited NZCN 616921
- Val Morgan Cinema Advertising (NZ) Limited NZCN 499832
- Administration & Developments Limited NZCN 363875
- Aubidco1 Pty Limited ACN 127 647 349
- The Hoyts Corporation Pty. Limited ACN 006 082 551
- Hoyts Pty. Ltd. ACN 006 527 359
- Hoyts Investments Holdings Pty Limited ACN 112 095 119
- Hoyts Consolidated Pty Ltd. ACN 006 766 874
- The Hoyts Trading Trust ABN 29 988 911 859
- Auholdco5 Pty Limited ACN 139 677 017
- Hoyts ShowBusiness Cinema Advertising Pty Ltd ACN 107 780 129
- Australian Multiplex Cinemas Pty Ltd ACN 059 968 599
- Social Entertainment Pty Limited ACN 062 671 649
- Aubidco2 Pty Limited ACN 128 712 274
- Casper Holdings Pty Ltd ACN 069 772 854
- Salisbury Cinemas Pty Ltd ACN 080 270 640
- Hoyts On-Line Pty Ltd ACN 062 671 489
- Hoyts Digital Cinemas Pty Limited ACN 143 785 755
- Hoyts Stream Pty Limited ACN 163 310 192
- Hoyts 8 Chatswood Pty Ltd ACN 052 863 591
- Cineads Australia Pty Ltd ACN 104 829 781
- Auholdco2 Pty Limited ACN 128 698 297
- Hoyts Screen Advertising Pty Ltd ACN 106 461 572
- Hoyts Theatres Holdings Pty Ltd ACN 006 758 318
- Hoyts Films Pty Ltd ACN 075 580 200
- Auholdco3 Pty Limited ACN 128 698 313
- Val Morgan Holdings Pty Ltd ACN 102 805 756
- Aubidco3 Pty Limited ACN 128 712 283
- Media Entertainment Group Pty. Limited ACN 007 290 539
- Croydon 4 Pty. Limited ACN 071 018 043
- Val Morgan & Co. (Aust.) Pty Ltd ACN 004 806 857
- Independent Cinema Advertising Pty Limited ACN 060 535 882
- The Trustee for the Hoyts 8 Chatswood Unit Trust ABN 70 022 484 330

Controlled Entity	Ownership	Country of Operation	Industry
Digipix Pty Ltd	50%	Australia	Cinema advertising
Motivate Val Morgan Cinema Advertising FZ-LLC	74%	United Arab Emirates	Cinema advertising