



# CATAPULT

## Modern Slavery Statement

September 2024

### 1. Background

- 1.1 All references to 'Catapult', we', 'our', 'the Catapult Group' or 'the Group' in this Statement mean Catapult Group International Ltd and its related entities (as described in paragraph 3.1 below).
- 1.2 We are committed to reducing the risk of modern slavery acts occurring within our business, operations and supply chains.
- 1.3 We have structured this Modern Slavery Statement (the **Statement**) to address each of the seven mandatory criteria set out in the Australian *Modern Slavery Act 2018 (Cth)*.
- 1.4 This is our third Statement. It sets out the actions that we have taken across the Catapult Group during FY24 to understand and address our modern slavery risks. We consider this Statement to be an important step in continuing to pursue, identify, and address modern slavery risks in our business and maintain responsible and transparent supply chains.

### 2. About Catapult

- 2.1 Catapult exists to unleash the potential of every athlete and team on earth.
- 2.2 Operating at the intersection of sports science and analytics, Catapult products are designed to optimize performance, avoid injury, and quantify return to play. Catapult has more than 400 staff based across 28 locations worldwide, working with more than 4,200 elite teams in more than 100 countries globally.
- 2.3 Catapult's consolidated annual turnover for the financial year ended 30 March 2024 (**FY24**) was US\$100 million.

### 3. Catapult's structure, operations and supply chains

- 3.1 Catapult is a public, Australian-incorporated company that is listed on the Australian Securities Exchange. It is the parent company of the Catapult Group and has a total of 23 subsidiaries across Australia, Ireland, the United Kingdom, the United States, Germany, China, Argentina and Japan.
- 3.2 More information about the activities, and country of incorporation, of the entities in the Catapult Group can be found in Catapult's FY24 annual report.
- 3.3 All entities in the Catapult Group operate in the same sector, follow policies and processes set by Catapult and share centralized procurement, finance, legal and company secretarial functions.
- 3.4 Operations

Catapult's vision to unleash the potential of every league, athlete and team on Earth is supported by a platform of cutting-edge, software-as-a-service (**SaaS**) technologies across three key verticals:

- Software and analytics – Video analysis (tactics and coaching) & athlete management
  - End-to-end platform designed for efficient analysis and communication of key insights
  - Video analysis solution to capture, collect, and present data both live- and post-match
  - Cloud-based platform that connects teams and their workflows in one place
- Performance wearables – Athlete monitoring systems (performance and health)
  - Elite wearable solutions that track athlete performance to optimize development, manage injury risk and expedite return-to-play



- Validated by 100+ external institutions
- Combined global and local positioning systems
- Media & Services
  - Content licensing
  - Asset management
  - Broadcast enhancement services
  - Professional services
  - Science for Sport

We work with a range of clients and suppliers, including sports clubs, universities, equipment manufacturers and data and IT service providers.

### 3.5 Supply Chains

One of our key areas of expenditure, and identified risk areas for modern slavery, is the procurement of our electronic goods (i.e. our wearable hardware) from manufacturing partners in China, Taiwan and Pakistan.

## 4. The risks of modern slavery practices in the operations and supply chains of the Catapult Group

4.1 During FY24, we continued to work on identifying and assessing the modern slavery risks in our operations and supply chains, including developing a risk framework designed to address risks including modern slavery.

### 4.2 Modern slavery risks in our operations

Catapult's operations primarily relate to the development, sale and implementation of sports technology solutions and head-office support operations.

These operations are usually undertaken by staff directly employed by us. The majority of our staff are located in Australia, Ireland, UK and USA. As a SaaS company, our workforce is comprised primarily of skilled labor. Accordingly, we consider our operations to pose a relatively low risk of concealing or contributing to modern slavery.

### 4.3 Modern slavery risks in our supply chains

Catapult has a small number of vendors which supply goods for resale by Catapult. They produce our wearable hardware technologies, accessories and branded textiles (such as vests).

Catapult has identified that the highest potential source of modern slavery risk for Catapult arises through these suppliers.

While we are not directly involved in these manufacturing activities, we recognize that these are sectors with known modern slavery risks:

- textiles and electronics are recognized as high-risk industries globally because of their characteristics, products, and processes;
- geographic risks – such as poor governance, weak rule of law, and socio-economic factors such as poverty – are further indicators of high modern slavery risk that may impact Catapult's third-party manufacturers located in South Asia, and South East Asia; and
- subcontracting risks – there may be limited visibility in some areas of the supply chain where work is subcontracted out.

The combination of these product, services and geographic risks are generally considered to result in a higher modern slavery risk. This is particularly relevant for Catapult in certain areas



of our supply chain, with outsourced manufacturing services in China and Pakistan relating to our wearable devices and accessories (such as vests) being particular areas of vulnerability.

4.4 Accordingly, we have focused our efforts on those manufacturers in these high-risk geographies and sectors.

## **5. Actions taken by the Catapult Group to assess and address risks of modern slavery practices**

5.1 During FY24, as part of Catapult's efforts to continue to assess and address the modern slavery risk within our business, we took steps to:

- (a) assess working hours and/or audit some of our key component suppliers;
- (b) develop tools and policies which can be used to monitor high risk suppliers and mitigate associated risks; and
- (c) consider additional compliance requirements that could be required of suppliers going forward.

5.2 These steps are designed to:

- (a) identify and assess areas of potential modern slavery risk in our business and supply chains; and
- (b) monitor such potential risk areas to reduce the occurrence of modern slavery in our operations and supply chains.

## **6. How Catapult assesses the effectiveness of such actions**

6.1 During our first reporting period, Catapult's focus was on gaining a better understanding of how, and to what extent, modern slavery risks may be present in our operations and supply chains. At this stage, we are unable to adequately assess the effectiveness of measures we have undertaken to address such risks.

6.2 We recognize that addressing modern slavery risk is an ongoing process that must be constantly reviewed and refined. Accordingly, we have commenced, and will continue to work on, developing frameworks and processes to ensure we can review the effectiveness of our actions to assess and address modern slavery risks in our operations and supply chains moving forward, including taking steps to:

- (a) establish regular review of Catapult's policies and procedures;
- (b) work with suppliers to assess their progress in addressing modern slavery risks; and
- (c) evaluate our risk assessment processes.

The results of these processes will enable us to adapt and strengthen our actions to continually improve our response to modern slavery.

## **7. Consultation**

7.1 Given Catapult and its subsidiaries operate:

- (a) in the same business sector;
- (b) under the same policies, standards and processes; and
- (c) under the purview of the same legal team;

this largely militates against the need for additional formal consultation between members of the Catapult Group for the purposes of developing this Statement.

7.2 As part of the statement development process, Catapult engaged with key business areas across the Group, including those responsible for procurement, supply chains, risk and legal.



**8. Other relevant information**

8.1 Moving forward, we will continue to review our approach to address the risks of modern slavery practices and will continue to focus on:

- (a) the review and development of policies and processes to address modern slavery risks in our supply chain;
- (b) providing training for staff on recognizing risks of modern slavery in our business;
- (c) improving our use of risk management tools to assist with compliance monitoring; and
- (d) developing processes to assess the effectiveness of our actions.

**9. Approval**

This Statement covers FY24 and was circulated to the Board for comment prior to being reviewed and approved by the Board on September 11, 2024.

**10. Review**

This Statement will be reviewed annually to check that it is operating effectively and whether any changes are required.

A handwritten signature in black ink that reads "Will Lopes".

**Will Lopes**  
Chief Executive Officer