



**LIVE
NATION
MODERN
SLAVERY
STATEMENT**

LIVE NATION AUSTRALIA FESTIVALS PTY LTD

June 2023

LIVE NATION

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INTRODUCTION

This is our first Modern Slavery Statement. This is a joint statement made pursuant to the Modern Slavery Act 2018 (Cth) (the 'Act') by Live Nation Australia Festivals Pty Ltd (ACN 615 960 917) and Secret Sounds Group Pty Ltd (ACN 160 017 461) (collectively referred to as 'Live Nation' from hereon) each of which is a mandatory reporting entity for the purposes of the Act in respect of the financial year ending 31 December 2022.

We acknowledge and pay our respects to Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia whose ancestral lands and waters we work and live on. We honour the wisdom of, and pay respect to, Elders past, present and future. We also acknowledge the historical lived experience of First Nations Peoples who have endured injustices and various forms of slavery in this country.

Slavery is a blight on our society and can affect anyone, regardless of age, gender, race or nationality. We believe that there is no place for such practices in today's world and we recognise our responsibility, as a global company, to tackle such risks. We are committed to working ethically and with integrity in our business dealings to ensure that all individuals are treated with dignity and respect. Our aim is to continue to scrutinise and enhance the policies that we have in place to, one day, eradicate such practices altogether.

We are part of a group of companies that make up Live Nation Entertainment, Inc., which has approximately 12,800 full-time employees globally and operates in 48 different countries.

We always work to the highest standards to ensure compliance with all applicable laws and regulations and expect these standards to be mirrored by anyone that we work with. We are committed to ensuring that there is no modern slavery in our diverse and expansive supply chain.

BUSINESS STRUCTURE

Live Nation Australia Festivals Pty Ltd (ACN 615 960 917) is a private limited company registered in Australia, with registered offices at 111 Cambridge Street, Collingwood, VIC, 3066.

Live Nation Australia Festivals Pty Ltd is the parent company of Secret Sounds Group Pty Ltd (ACN 160 017 461) which is a private limited company registered in Australia, with registered offices at 111 Cambridge Street, Collingwood, VIC, 3066.

Our business has offices in Sydney, Byron Bay, Melbourne, Brisbane and Auckland. Approximately 80 permanent staff are employed by the group.

Live Nation's ultimate parent company is Live Nation Entertainment Inc, an NYSE-listed business (Symbol: LYV) with Corporate Headquarters located in Beverly Hills, California, United States. More information about our global business can be found at www.livenation.com

ARGENTINA
AUSTRALIA
AUSTRIA
BELGIUM
CANADA
CHILE
CHINA
COLUMBIA
CZECH
DENMARK
ESTONIA
FINLAND
FRANCE
GERMANY
HONG KONG
HUNGARY
INDONESIA
IRELAND
ISRAEL
ITALY
JAPAN

LITHUANIA
NETHERLANDS
NEW ZEALAND
NORWAY
PERU
POLAND
QATAR
SINGAPORE
SOUTH AFRICA
SOUTH KOREA
SPAIN
SWEDEN
SWITZERLAND
TAIWAN
THAILAND
TURKEY
UNITED ARAB EMIRATES
UNITED KINGDOM
UNITED STATES

BUSINESS OPERATIONS

Live Nation Entertainment Inc. is the world's leading live entertainment company comprised of global market leaders: Ticketmaster, Live Nation Concerts and Live Nation Media & Sponsorship. Live Nation Entertainment Inc. is dedicated to helping live music fans find concert tickets and information about their favourite artists and venues across the globe.

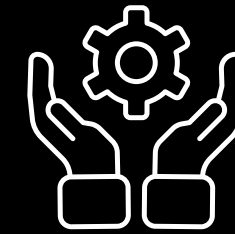
Live Nation's core operation is operating a festival and touring business, which promotes and produces large scale music and arts festivals in multiple cities across Australia as well as touring local and international artists throughout Australia and New Zealand.

In addition, we provide artist management and booking agency services in Australia and New Zealand, along with the management and operation of live music venues in Brisbane and Adelaide.



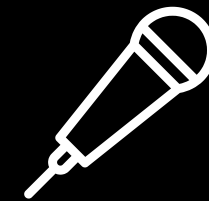
PARTNERS

- Ticketmaster
- Live Nation Concerts
- Live Nation Media & Sponsorship



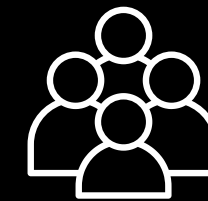
SERVICES

- Operating festivals + touring



CONTENT

- Music + Arts Festivals



MANAGEMENT

- Artist management
- Booking Agency
- Venue Management

SUPPLY CHAIN

We are committed to working with suppliers who share our values and uphold high ethical standards. In the financial year ending 31 December 2022, we sourced goods and services from more than 1,700 suppliers. Key elements of our supply chain include:

CONTENT PROVIDERS

These include Artists, Artist talent agencies and Rights Holders (via the Australasian Performing Rights Association). The majority of our festivals and larger tours use talent sourced from overseas, mainly in the United States and Great Britain.

DAY OF EVENT SERVICE PROVIDERS

These include hirers of Venues, Audio Visual Equipment, Staging and other Production equipment. We also utilise trucking services and agencies who provide specialised staff to help us deliver our events safely and to a high standard. These services are sourced almost exclusively from within Australia and New Zealand.

OTHER EVENT RELATED SERVICE PROVIDERS

These include ticketing and marketing services, and travel agencies that book flights, hotels and transport on behalf of touring groups and our staff. These services are sourced almost exclusively from within Australia and New Zealand.

NON-EVENT RELATED SERVICE PROVIDERS

These include Banking, Accountancy, Audit and Tax, as well as office-related cleaning and agency staff. These services are sourced exclusively from within Australia and New Zealand.

MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

Live Nation recognises that the live entertainment industry, like many other industries, carry inherent risks of modern slavery. We are committed to identifying and addressing these risks to ensure that our operations and supply chains remain free from any form of modern slavery.

We have assessed our business operations and suppliers during the reporting period for modern slavery risks.

This section outlines some of the key risks that we have observed associated with our industry that could potentially arise in our operations and supply chain.

1. EMPLOYMENT PRACTICES:

Within the live entertainment sector, there are various employment practices that may be vulnerable to modern slavery risks, including:

- a. Unregulated Recruitment: The recruitment of performers, crew members, and other personnel can involve agencies that operate outside of regulatory frameworks. This can create opportunities for exploitation and forced labour.
- b. Seasonal and Temporary Work: Many roles in the live entertainment industry are seasonal or temporary, leading to potential vulnerabilities for workers who may have limited job security and lack awareness of their rights.
- c. Subcontracting and Outsourcing: The complex nature of live entertainment productions often involves sub-contracting and outsourcing of various services. These arrangements can increase the risk of hidden exploitation within the supply chain.

2. SUPPLY CHAIN COMPLEXITY:

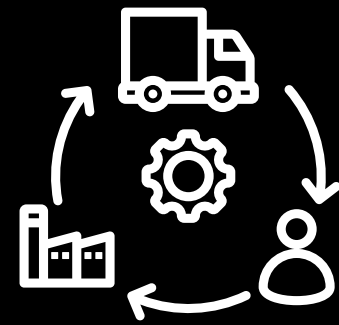
The live entertainment industry often relies on complex global supply chains, which can involve multiple tiers of suppliers, subcontractors, and intermediaries. This complexity can obscure visibility and increase the risk of modern slavery. Areas of concern include:

- a. Venue and Event Services: The sourcing of venue-related services such as security, cleaning, catering, and construction may involve subcontracting arrangements, which can increase the risk of hidden exploitation.
- b. Merchandise and Merchandising: The production and distribution of merchandise associated with our live entertainment events may involve suppliers in regions or industries with higher risks of modern slavery or child labour.

ASSESSING AND ADDRESSING MODERN SLAVERY RISKS

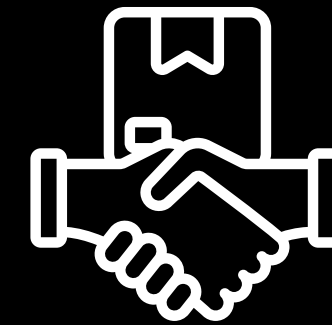
ACTIONS TAKEN TO ASSESS MODERN SLAVERY RISKS

To identify and understand modern slavery risks in our business, we have conducted risk assessments within our operations and supply chains. These assessments include:



(A) SUPPLY CHAIN MAPPING

Supply Chain Mapping: We have mapped our supply chains to gain visibility into the various tiers of suppliers, subcontractors, and intermediaries involved in our operations. This mapping allows us to identify potential areas of vulnerability and prioritise our due diligence efforts on an ongoing basis.



(B) SUPPLIER DUE DILIGENCE

(a) Supplier Due Diligence: We recognise that suppliers play a crucial role in our efforts to combat modern slavery. To ensure responsible sourcing and mitigate risks, we have begun to implement supplier onboarding due diligence procedures.

ASSESSING AND ADDRESSING MODERN SLAVERY RISKS

ACTIONS TAKEN TO ASSESS MODERN SLAVERY RISKS

During this first reporting year we have worked with our global Third Party Risk Management Team to develop and issue Supplier Questionnaires. These comprehensive questionnaires were issued to suppliers identified in our Supply Chain Mapping process as carrying the greatest risk of potential engagement in modern slavery. The questionnaire focuses on their policies and practices related to labour rights and modern slavery.

The questionnaire responses help us assess our suppliers commitment to ethical business practices and to identify any areas of concern that should be addressed. This is an expansion of our existing Third Party Risk Management practices for onboarding suppliers.

ASSESSING AND ADDRESSING MODERN SLAVERY RISKS

ACTIONS TAKEN TO ASSESS MODERN SLAVERY RISKS

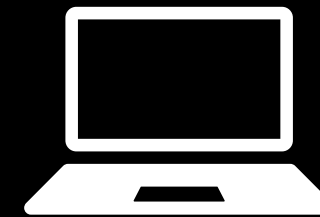
Live Nation has an established policy framework in place, including for the purposes of business conduct and procurement. These policies have been drafted by our Global Compliance team and are reviewed periodically. All policies are made available to staff on the intranet, and include the following policies that are relevant to addressing modern slavery risks:

- Code of Business Conduct and Ethics
- Third Party Risk Management Policy
- Whistleblower Policy

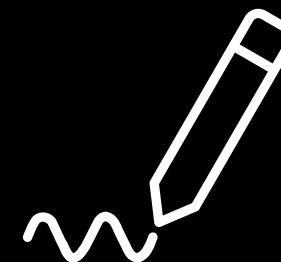
Additional framework includes:



A Business Integrity Hotline is available to all employees to report any concerns that they may have regarding any improper business or accounting practices within the company. Reports are handled discreetly by our Global Compliance team.



Staff undertake mandatory training on the Live Nation Code of Conduct, which must be refreshed annually.



During this reporting period we have undertaken work to consult internal subject matter experts and draft a Modern Slavery Policy, which will be implemented during the next reporting period.



We have formed a working group tasked with mapping future steps required to improve our modern slavery process and to develop and refine our modern slavery policies across the business. We have consulted with relevant stakeholders across the business locally and internationally.

NEXT STEPS

We are committed to expanding our modern slavery assessment process in our next reporting period. The expansion of our modern slavery programme will include:

- (a) Finalisation, adoption and publication of a business-wide Modern Slavery policy.
- (b) The issuance of a Modern Slavery training module to all staff in the group, including joint venture subsidiaries, with tracked completion of 100% targeted. This training will include coverage of modern slavery risks, indicators and reporting mechanisms, and will develop staff awareness of their role in addressing those risks.
- (c) Drafting and finalisation of a modern slavery clause to be added to standard supplier contractual language. These contractual provisions will enable us to communicate our expectations and enable us to hold our suppliers accountable for assessing, addressing and communicating modern slavery risks in their business.
- (d) Engagement with key stakeholders, such as contractors, subcontractors, and business partners, to raise awareness of modern slavery risks and promote responsible practices throughout the supply chain. We will encourage open dialogue and collaboration to address any concerns or issues that may arise.
- (e) Consultation with controlled entities on modern slavery risk within their business processes, targeting alignment across the reporting group of Modern Slavery risk assessment and issue resolution. This will include the expansion of our Supplier Chain Mapping and Supplier Due Diligence process to include these entities.



ASSESSING THE EFFECTIVENESS OF ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

During this reporting period, Live Nation's focus was to gain a better understanding of modern slavery risks across our operations and supply chains, and to identify risk treatments and process improvements.

At this early stage, we have not been in a position to adequately assess the effectiveness of measures we have undertaken during this reporting period. A number of the actions that we have commenced developing in response to the modern slavery risks identified in our operations and supply chain will not be implemented until the next reporting period.

We expect to be in a position to assess the effectiveness of actions taken to assess and address modern slavery risks during the next reporting period, including through convening a modern slavery working group with remit to implement processes for ongoing assessment of our approach to modern slavery risks.



CONSULTATION WITH OWNED OR JOINT REPORTING ENTITIES

The two reporting entities comprising Live Nation consulted with one another in order to prepare this joint statement.

As noted above, we will consult further with controlled entities and internal stakeholders during our second reporting period and roll out modern slavery policies and processes more broadly across the business.

ANY FURTHER RELEVANT INFORMATION

As noted above, this is our first Modern Slavery Statement. We will continue to assess our business's approach to reducing modern slavery risks and will be rolling out further policies and processes across the business during the next reporting period.

EXECUTIVE SIGNATURE



Roger Field
President, APAC and Director
Live Nation Australia Festivals Pty Ltd



Paul Piticco
Co-CEO and Director
Secret Sounds Group Pty Ltd

This statement was approved by the board of directors of Live Nation Australasia Holdings Pty Ltd and Live Nation Australasia Pty Ltd on 29 June 2023. It is made pursuant to Modern Slavery Act 2018 (Cth) and constitutes Live Nation Australasia Holdings Pty Ltd, Live Nation Australasia Pty Ltd and their relevant subsidiaries' modern slavery statement for the financial year ending 31 December 2022.

LIVE NATION

