
MODERN SLAVERY STATEMENT

For the period 1 July 2024 to 30 June 2025

TEG Pty Limited

INTRODUCTION

This Modern Slavery Statement (**Statement**) has been prepared in accordance with the *Modern Slavery Act 2018* (Cth) (**Act**) and sets out the steps taken by TEG Pty Ltd (ACN 604 938 534) (**TEG**) and its reporting entities for the purposes of the Act to prevent modern slavery in our business and supply chain, and implement relevant controls, policies and practices, for the financial year ending 30 June 2025 (**Reporting Period**). Except where context requires otherwise, any reference to “TEG”, “we”, “us” and “our” in this Statement includes TEG and its subsidiary companies (together the **TEG Group**). TEG has consulted with the relevant entities it owns or controls regarding the preparation of this Statement (including by way of consultation with senior leaders and relevant Group functions).

TEG makes this joint statement on its own behalf and on behalf of the TEG Group, including the reporting entities set out below:

	Entity Name	ABN
1.	TEG Pty Ltd (parent entity)	78 604 938 534
2.	Ticketek Pty Ltd	92 010 129 110
3.	TEG Live Pty Ltd	25 150 055 100
4.	TEG Dainty Pty Ltd	22 612 291 899

TEG recognises that modern slavery can take many forms and includes human trafficking, servitude, forced labour, debt bondage and the exploitation of children. TEG takes corporate social responsibility seriously and is committed to eliminating all forms of modern slavery; we have zero tolerance for any of these practices in our business or in our supply chain.

The Annexure to this Statement provides page numbers indicating where information addressing the reporting criteria required by the Act can be found in this Statement.

OUR STRUCTURE AND BUSINESS OPERATIONS

TEG has been at the heart of the live event experience for over 50 years through our touring and ticketing operations. TEG operates in diverse markets and genres, and through our integrated operating model, we bring the best live content, ticketing, technology and e-commerce services to our partners and customers, creating memories for fans that last a lifetime.

TEG is an Australian proprietary company with its registered office at Level 3, 175 Liverpool Street, Sydney and Australian offices in Melbourne, Brisbane, Adelaide, Perth, and Canberra and international offices in New Zealand, Singapore, Malaysia, the Philippines, the United States of America (USA) and the United Kingdom.

TEG and its subsidiaries work together as one Group with one Senior Leadership Team and Group-wide policies and governance processes. The TEG group is comprised of five (5) pillars:

Ticketing

TEG’s various ticketing entities including Ticketek in Australia, New Zealand and the United Kingdom, Ticketek Marketplace in Australia, TicketWorld in the Philippines and TicketCharge in Malaysia, as well as Softix globally, operate ticketing services platforms. These platforms facilitate the sale of tickets for and on behalf of venues, promoters, event organisers and consumers (in the case of Marketplace). Additionally, we supply the hardware, equipment and software needed for this purpose.

Touring and Experiences

TEG's global touring and live events businesses include TEG Live, TEG Dainty, Handsome Tours, TEG Van Egmond, St Jerome's Laneway, TEG Live Europe, The Entertainment Store, Life Like Touring and SXSW Sydney. These entities promote and produce live entertainment, notably music tours, festivals & concerts, conferences, musical theatre and children's entertainment.

Sport

TEG Sport is a leading producer and promoter of live sporting events, delivering world-class experiences with some of the biggest teams and brands in global sport. With a strong focus on innovation, fan engagement, and premium event delivery, TEG Sport brings major international and domestic sporting events to audiences across Australia, Asia, the Americas, Europe, and beyond.

Ovation

TEG's Ovation business is a world class, data-led marketing and technology solutions for the Live Entertainment and Sports industries. Ovation provides Sporting organisations, Venues, Promoters, Content Creators, Media and Technology Partners with a single destination for analytics, data science, research, personalisation and advanced digital marketing. Additionally, Ovation provides in-house content creation and marketing and media services.

Venues

TEG owns Qudos Bank Arena, Australasia's premier entertainment venue located in Sydney and operates or co-promotes content at various venues across the United Kingdom.

TEG's controlling shareholder is Silver Lake Partners, the global leader in technology investing, headquartered in California, USA.

Together with its subsidiaries (as of 30 June 2025), TEG employs over 936 permanent and casual staff across Australia, New Zealand, the United Kingdom, Singapore, Malaysia, the Philippines, and the USA. Approximately 63.5% of the workforce are permanent staff, while the other 36.5% are casual staff. Around 81% of employees are based in Australia, 6.6% in the Philippines, and 8.2% in the United Kingdom, with the remainder located in New Zealand, Singapore, the USA, and Malaysia.

For more information about our business and operations please refer to our website at: www.teg.com.au.

OUR SUPPLY CHAIN

TEG's supply chain encompasses the purchase and delivery of products and services needed for day-to-day operations. While most of our supply chain expenditure is in Australia, we also source goods and services from global suppliers who have operations in the United Kingdom, the USA, New Zealand, Singapore, the Philippines and Malaysia.

Our supply chains and main expenditure categories include:

- Content suppliers to our touring division, including artists, rights holders, rights creators, and management agencies.
- Equipment suppliers, ranging from turnstiles and scanners for events to staging and production hire at live events.
- Service suppliers across our breadth of businesses including:
 - labour hire companies;
 - marketing services and support companies;
 - IT infrastructure and support;
 - software and support;
 - communications services;
 - banking and payment services providers;

- audit, tax and legal services; and
- general service providers (e.g. office printing and photocopying services).

ASSESSING MODERN SLAVERY RISK IN OUR BUSINESS OPERATIONS & SUPPLY CHAIN

At TEG we are dedicated to upholding the highest standards of conduct and ethical behaviour in all our business activities. We strive to foster a culture of integrity, corporate compliance and robust corporate governance. This is reflected in our policies, procedures, employment practices and codes of conduct, which guide our interactions with each other, our customers, suppliers and partners. Modern slavery or forced labour have no place in our business or our supply chain.

In conducting our modern slavery assessment, we considered risks that may have potential to cause, contribute and/or be directly linked to modern slavery practices, in accordance with the Australian Attorney-General's Department Official Modern Slavery Act Guidance (2023). After reviewing our operations during the Reporting Period, TEG has determined that the risk of modern slavery in our supply chain remains low. As at the date this Statement was made, we are not aware of any circumstances and have not received any complaints or reports of actual or suspected modern slavery occurring either within our business or supply chains.

Our assessment considered:

- The nature of the work being undertaken by employees, with a majority of the workforce in professional roles with significant industry expertise.
- The limited use of external suppliers for procuring items that might be more susceptible to modern slavery risks.
- The nature of the industry in which we operate (e.g. the engagement of children is very limited within this industry).
- The majority of our income is derived from countries with a low prevalence of modern slavery, according to the Global Slavery Index.

Approximately 96% of our revenue comes from locations that rank in the top 20 of high ethical standards and low prevalence of modern slavery as per the Global Slavery Index. In markets with a higher prevalence, TEG has a policy of engaging a local General Manager who has professional qualifications and international experience. These managers are thoroughly briefed on TEG's processes and procedures in relation to addressing modern slavery risk in TEG's business operations and supply chain.

Despite the above assessment, TEG takes its modern slavery compliance responsibilities seriously and implements a number of key mitigating controls to ensure that any modern slavery risks are identified and addressed. In addition, we, as a business, have continued to recognise the key risks that may arise in our business operations and supply chain, including:

- the recruitment of performers, crew, and other live event-related personnel;
- the use of sub-contractors and outsourced services;
- venue and event-related services (e.g. cleaning, security, catering, etc.); and
- sale of merchandise.

In relation to the above risks, we have made continued efforts to engage with our suppliers with a view to enhance our procurement procedures. We have made these efforts to engage with our suppliers to also gain further understanding across the various levels of our supply chain (where appropriate) to allow us to identify potential areas of risk.

ADDRESSING MODERN SLAVERY RISK

As identified in prior desktop reviews, the largest degree of potential exposure to modern slavery compliance risk

(relative to our other business segments) is within our Ticketing business segment, which uses a single third-party labour hire company in Australia to provide box office labour and support resourcing requirements at Qudos Bank Arena, which also relies on various third-party security and cleaning service providers.

We will continue to engage with our suppliers to mitigate modern slavery risks in our supply chain. During the Reporting Period, we conducted a management briefing session and provided training to our employees in the Philippines. We also consulted our local General Manager to begin the process of rolling out additional training (as required) to this region and reviewed a list of our local suppliers to assess (and if necessary, address) any modern slavery risk in this region.

TEG has zero tolerance for any form of slavery or forced labour practices. Throughout the Reporting Period, TEG has reviewed, and where appropriate, updated its key Group policies with a view to ensuring they remain fit for purpose.

Policies and Procedures

We have formal Group-wide policies in place, which are intended to promote ethical and legally compliant business conduct. Our policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business.

The key policies that relate to and support how we mitigate modern slavery risks are as follows:

Whistleblower Policy

TEG's Whistleblower Policy aims to provide clarity on how TEG supports our workers so that they are:

- encouraged to express their concerns;
- know how to express their concerns;
- know what will happen when concerns are expressed; and
- feel safe in expressing their concerns.

Anyone in our business who suspects modern slavery is encouraged to report it through the appropriate channels, such as the direct line manager, a member of the Senior Leadership Team or the dedicated whistleblower reporting mechanisms. Any reports made under the Whistleblower Policy are taken seriously, treated confidentially and investigated as appropriate. During the Reporting Period, we did not receive any disclosures relating to suspected modern slavery.

TEG commenced a review of its Whistleblower Policy during the Reporting Period to ensure that it aligns with best practice and remains fit for purpose in supporting our commitment to maintaining a workplace built on honesty, integrity and respect.

Employment & Recruitment Policies

The majority of our staff (around 81%) are based in Australia. As an Australian employer, we adhere to Australian employment laws and have established robust practices and controls to mitigate the risk of modern slavery occurring in our business operations. These practices are periodically reviewed for improvement, and we seek external counsel when necessary to ensure that we maintain the highest standards.

Permanent and Fixed-Term Employees: All recruitment for permanent and fixed-term employees is managed through a centralised function. Any new appointment is first validated by senior management and the independent People & Culture function. Our People & Culture team ensure that all employment contracts and Right to Work checks have been properly completed before a role is offered.

Outsourced Labour Hire: We use temporary labour in our operations as needed. To mitigate modern slavery risks and where possible, we channel temporary appointments through a single agency. The nominated agency is a reputable, market leading firm and has implemented robust recruitment processes to help ensure that there is no existence of modern slavery in our temporary/ agency appointments, including thorough vetting of a candidate's identity, Right to Work documents, bank account and employment history.

Procurement Policies

As dictated by our Procurement Policy, TEG's procurement practices operate in accordance with a number of risk mitigation processes and procedures, including:

- operating under a Delegation of Authority Policy (**DOA**) and Matrix for material business commitments;
- the requirement that contracts are reviewed by an internal member of Group Legal or senior management (with external legal support as required);
- regular tendering of material contracts and leveraging our existing Preferred Supplier Agreements with reputable suppliers;
- operating a centralised process for onboarding and paying indirect suppliers; and
- Senior management oversight of this process, including review of all material contracts (in accordance with the DOA).

Employee Code of Conduct

Our Employee Code of Conduct (**Employee Code**) outlines the behaviours we expect from our employees, contractors, and casual workforce in their interactions with other employees, suppliers, customers, and stakeholders. It provides an overview of fundamental business values and summarises important standards that underpin business ethics and professional integrity. These standards apply in all TEG workplaces and when representing TEG.

During the Reporting Period, we reviewed our Employee Code and deemed it appropriate, making no changes. Through these arrangements, TEG believes it can address the risk of modern slavery and ensure that all workers are engaged freely and willingly, are free to leave as they wish, are paid fairly, and are provided with a safe workplace.

Governance

This statement has been reviewed and approved by the TEG board. TEG's Governance, Risk and Compliance Forum, which includes senior leaders from relevant functions, meets at least quarterly throughout the year. These meetings are dedicated to reviewing governance, risk and compliance reports, updating policies, and addressing any related issues, including those concerning modern slavery policies and practices.

TEG is a member of Live Performance Australia (**LPA**) and voluntarily adheres to the LPA Codes of Practice, which include commitments to prevent workplace discrimination, harassment, sexual harassment, and bullying, as well as to ensure child employment in live entertainment is conducted ethically.

Contracting

TEG's standard form contracts continue to include, and enforce as key terms, provisions requiring counterparties to comply with all modern slavery laws, take reasonable steps to ensure that there is no modern slavery in its own or its contractors' supply chains, and implement appropriate due diligence procedures.

Training

TEG continues to provide online modern slavery training to employees. This training is mandatory for those employees who have a high level of involvement with the business' procurement processes, including members of our Senior Leadership Team, Compliance, Legal, Procurement and People and Culture teams. TEG reviews and considers the appropriateness of the training annually and makes updates where required. During the Reporting Period, TEG considered whether the current training remains sufficient and whether additional categories of personnel should be included. The outcome of that assessment was that the current training remains sufficient, and is delivered to the appropriate cohorts of employees. We will continue to review this training and the recipients, on an annual basis.

Procurement

During the Reporting Period, TEG introduced a Supplier Code of Conduct (**Supplier Code**), which sets out the principles and standards of conduct expected from suppliers of TEG during business engagements. Our supplier's voluntarily commit to upholding the principles outlined in our Supplier Code, including, but not limited to, integrity, transparency, fairness and respect for human rights.

Our Procurement function has worked closely with our Group Legal & Compliance team to develop a suite of template supply agreements incorporating modern slavery clauses. These agreements apply across the TEG Group in Australia and New Zealand and assist in moving away from operating under suppliers' terms unless reviewed by our Group Legal & Compliance team. This will reduce the occurrence of TEG entering into supplier provided agreements which do not adequately address modern slavery considerations.

Furthermore, we continue to utilise the tender process developed in the previous reporting period to identify companies with high ethical standards and more mature practices related to labour rights. TEG has established Preferred Supplier Agreements with reputable suppliers.

HOW WE ASSESS THE EFFECTIVENESS OF OUR PRACTICES

We are committed to ensuring that we utilise a holistic approach to measuring our effectiveness in relation to the actions being taken to assess and address modern slavery risks.

During the Reporting Period, TEG has assessed effectiveness on the following basis:

1. **Modern slavery clause in standard form contracts** – we note that 100% of our standard form Ticketing Services Agreements and standard form Independent Contractor Agreements require adherence to modern slavery legislation and encourage the counterparty to conduct modern slavery-related due diligence enquiries. We also note that a number of our standard form supplier contracts include a modern slavery clause.
2. **Modern slavery-related reports or complaints received** – we note that TEG has not received any reports or complaints from our employees, contractors or suppliers relating to modern slavery.
3. **Review and assessment of actions** – we recognise that our review and assessment of our actions to identify and address modern slavery risks in our operations and across our supply chain is an ongoing and evolving process. We are committed to building upon this into the future. To this end, we will continue to review and adapt our approach and work with relevant stakeholders to strengthen our modern slavery risk management.

LOOKING FORWARD

After reviewing the measures we have taken to mitigate modern slavery risks within our business and supply chain, we plan to take the following additional steps to further combat modern slavery and evaluate our effectiveness in the upcoming reporting period:

- **Training:** Continue to carry out an annual review of internal training to consider whether the training

remains appropriate and whether the training should be made mandatory for a broader range of TEG employees.

- **Supplier due diligence:** Continue to assess the modern slavery risks within our supply chain and engage with the suppliers in our business that operate in a higher risk sector or location to better understand how those suppliers are addressing modern slavery risks in their business.
- **Policies and procedures:** Continue to periodically review our key policies and procedures that relate to and support our modern slavery risk management, including our Procurement Policy and Supplier Code to ensure they align with best practice and remain fit for purpose.
- **Geographical focus:** Continue with our targeted modern slavery compliance efforts for our business operations which occur in higher risk geographical regions, including by conducting briefing sessions and training in the Philippines as required. This includes consulting our local General Manager to arrange additional training in this region (as and when required), as well as performing modern slavery risk and compliance assessments.
- **Contracting:** Continue to include modern slavery clauses in our contractual arrangements with suppliers and master agreements that are due for renewal in the next reporting period (to the extent they do not already contain a mandatory modern slavery clause).



Brad Banducci
CEO and Director
TEG Pty Limited

24 December 2025

This statement was approved by the board of directors of TEG Pty Limited on 23 December 2025. It is made pursuant to the *Modern Slavery Act 2018* (Cth) and constitutes the Modern Slavery Statement of TEG Pty Limited and its subsidiaries for the financial year ending 30 June 2025.

ANNEXURE

Mandatory Reporting Criteria	Page Number(s)
<i>Identify the reporting entity</i>	Page 1 of the Statement
<i>Describe the reporting entity's structure, operations and supply chains</i>	Pages 1-3 of the Statement
<i>Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls</i>	Pages 4-5 of the Statement
<i>Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes</i>	Pages 4-7 of the Statement
<i>Describe how the reporting entity assesses the effectiveness of these actions</i>	Page 7 of the Statement
<i>Describe the process of consultation with any entities the reporting entity owns or controls</i>	Pages 1 and 6-7 of the Statement
<i>Provide any other relevant information</i>	Pages 7-8 of the Statement