



FUNLAB

MODERN SLAVERY STATEMENT 2019/2020

Funlab Modern Slavery Statement

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CEO Introduction

On behalf of the entity Funlab Group Limited, I am pleased to provide Funlab's Modern Slavery statement for the year ended 28 June 2020. Funlab Group Limited was the principal governing body of Funlab for this reporting period.

This document outlines the initial work and activities the company has undertaken to develop a better understanding of the risks of Modern Slavery in our business and to commence the education and awareness of the risks of Modern Slavery with our people (Motherfunners).

During the reporting period, Funlab was required to close all of its operations in all jurisdictions from 23rd March 2020 due to the COVID-19 pandemic. Accordingly, our initial planned development and initiatives addressing Modern Slavery had to be paused.

Subsequent to this reporting period, the company began a phased re-opening of all our business operations and our planned activities to address modern slavery in our business re-commenced.



Michael Schreiber

Founder, Director & Chief Executive Officer

Reporting requirement 1: Reporting Entity

This Modern Slavery statement is made by Funlab Group Limited as the ultimate holding company of the consolidated 'Funlab Group' for the reporting period ending June 28 2020.

This statement has been approved by Funlab Group Limited (principal governing body) and signed by the Sole Director Michael Schreiber on 9 February 2022. Please see this responsible person's signature included at the end of this statement.

COUNTRY	FUNLAB ENTITY	REGISTRATION NUMBER
Australia	Funlab Group Limited	A.C.N 615 722 113
Australia	FLH Finance Pty Ltd	A.C.N 615 722 177
Australia	Funlab Holdings Pty Ltd	A.C.N 606 795 733
Australia	Funlab Pty Ltd	A.C.N 098 034 943
Australia	Funlab IP Co Pty Ltd	A.C.N 162 843 674
Australia	Strike Australia Pty Ltd	A.C.N 606 795 788
Australia	Sky Zone Australia Pty Ltd	A.C.N 606 795 939
Australia	Holey Moley Australia Pty Ltd	A.C.N 613 584 571
Australia	Archie Bros Australia Pty Ltd	A.C.N 621 886 922
New Zealand	Funlab New Zealand Ltd	Company No: 6649793
Singapore	Funlab Singapore Pte Ltd	UEN: 201819234H
USA	Funlab USA Inc	DE State File No: 7571207

The Funlab Group includes the following current brands which all operate in the out of home entertainment category:



Reporting requirement 2: Structure, Operations and Supply Chain

Structure and Operations

Funlab has been operating as a business for almost 20 years and was founded on the premise of delivering the provision of fun for our guests to people at all times, through fulfilling the core mission of delivering *For Fun's Sake* in our business.

Funlab operates in the out-of-home entertainment, leisure and amusement category, with seven brands currently operating across 36 company-owned venues in 3 countries.

During the reporting period all venues were closed for significant periods of time due to the global COVID-19 pandemic.



Funlab usually has approximately 1,500 employees working through a mixture of full time, part time and casual roles, however a significant number of these employees were stood down for significant periods due to the public health orders during the reporting period.

Headquartered in Abbotsford, Melbourne, Funlab conducts approximately 90% of its core business in Australia, with the remaining 10% derived from New Zealand and Singapore operations. The Funlab USA entity is not active and has no employees in the reporting period.

Supply Chain

For the reporting period, the geographic location and approximate total share of the supplier portfolio is outlined below:

Geographic Location of Suppliers

COUNTRY	APPROX % OF SUPPLIERS
Australia	80%
New Zealand	9%
Singapore	7%
China	2%
United States of America	>1%
Others	<1%

For the reporting period, our category supplier spend is outlined below.

Funlab Category Supplier Spend Analysis - FY20

CATEGORY	SPEND %
Leasing of Property & Property Services	26%
Capital Works, Equipment & Projects	23%
Food & Beverage	18%
Professional Services	8%
Marketing & Promotions	5%
Operations Supplies	3%
Security & Cash Collection Services	3%
Cleaning & Waste Management	3%
Live Entertainment Services	2%
Communications & IT	2%
Utilities	2%
Repairs & Maintenance	2%
Other	3%

Reporting requirement 3: Risk Assessment of our Operations and Supply Chain

Operations

All employees are directly employed by Funlab entities which are governed by the relevant legislation present in the various jurisdictions they operate. Employment arrangements exist through a combination of common law contracts awards and relevant enterprise agreements. Employees are sourced through advertisements on public and social media channels, employee referrals or talent scouting, with all employees freely electing to work with Funlab.

Where relevant, VEVO checks are conducted through relevant Immigration departments on all non-residents who are hired.

From March 23 2020 all of 36 of Funlab’s venues were mandated closed due to the COVID-19 pandemic and gradually re-commenced restricted operations following government guidelines towards the end of the reporting period and subsequent. Accordingly, nearly all of Funlabs employees were stood down in these closure periods to which the company applied for and passed on all available government received subsidies, programs or benefits to our eligible employees.

Case Study - Providing a helping hand in difficult times

The sudden onset of the global pandemic left some of our Motherfunners (people) more vulnerable than others, e.g. non-residents on working visas unable to return home or receive benefits, those without family or support networks or others who could not find other income opportunities etc. Funlabs Motherfunners established a voluntary helping hand fund to assist our most vulnerable people with their basic human living needs. This initiative was employee led and demonstrates the people led culture and ongoing respect and commitment our employees have for all our people.

Supply Chain

Funlab’s suppliers are predominately all based in the countries tabled below, with China and Singapore considered high risk on the Walk Free Global Slavery Index (GSI).

Funlab is aware that some suppliers based in these countries may also source and import products and services from other countries, which will add to the complexity of identifying and mitigating Modern Slavery risks going forward.

Funlab Supply Chain Country and GSI Risk

COUNTRY	KEY SUPPLY	GSI RISK
Australia	Operational Products & Services	Low
New Zealand	Operational Products & Services	Low
Singapore	Operational Products & Services	High
China	Inventories, Merchandise, Apparel	High
United States	Games Attractions & Equipment	Low

Supply Chain Risk

As a result of the COVID-19 pandemic and closure of business, funlab has not been able to complete any detailed risk assessment of our suppliers and their supply chains throughout the reporting period. This assessment will form part of our modern slavery risk plans going forward to identify higher risk categories and suppliers.

Reporting requirement 4: Actions Taken

For this reporting period the immediate focus of Funlab has been to begin to understand the risks of Modern Slavery generally in business and to start creating awareness and policies for our people to follow.

Led by the Executive team, a number of internal groups with cross representation of our people were established, developing internal policies that would guide the company on addressing the risks of Modern Slavery and to educate our people on how to respond and act.

Funlab Modern Slavery Policy

The Funlab Modern Slavery Policy was developed in the reporting period. The policy makes a strong statement about Funlab's commitment to protecting human rights within the areas over which it has control and preventing modern slavery in its operations and supply chain. Additionally, it outlines the policies Funlab has in place, and the due diligence conducted on new suppliers. Importantly, the policy makes a commitment to educating and guiding our people and suppliers about modern slavery and outlines what an employee of Funlab should do if they suspect modern slavery breaches.

Funlab Supplier Code of Conduct

The Funlab Supplier Code of Conduct was developed in the reporting period.

The Code of Conduct requires suppliers to confirm compliance in the affirmative to these requirements

- (a) Not to engage in acts of bribery and corruption and not falsify documents and records.
- (b) Not engage in conduct where workers are required to lodge deposits or their identity papers with their employer.
- (c) Ensure workers are free to leave their employer after reasonable notice.
- (d) Not engage in or work with suppliers who use child labour.
- (e) Provide a safe and hygienic working environment for workers.
- (f) Ensure employment is freely chosen with no forced, bonded or involuntary prison labour.
- (g) Respect freedom of association and the right to collective bargaining.
- (h) Ensure wages and benefits paid for a standard working at a minimum meet national legal standards and working hours comply with any relevant law.
- (i) Not tolerate harsh or inhumane treatment of workers

- (j) Not discriminate in hiring, compensating, providing access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Additionally these policies are complemented by the development of other internal protocols. Funlab sets out clear expectations of actions and behaviours expected of employees through the **How We Behave (our Employee Code of Conduct)** policies. These policies address discrimination, harrassment and bullying issues.

To encourage all employees to report any suspicion of slavery or human trafficking without fear of retaliation, our **Whistleblowing Policy** was established.

Reporting requirement 5: Assess Effectiveness:

In this reporting period Funlab started to address the risks of Modern Slavery. Our planned actions and effectiveness for the reporting period was significantly impacted as COVID-19 stopped business operations and business activity. For the next reporting period, Funlab will again focus on educating and promoting internal policies and awareness to our people on the risks of Modern Slavery and how to act, behave and identify accordingly in conjunction with our other internal guidelines.

Planned Actions and KPI Measures

ACTION	KPI MEASURE
Promote the Modern Slavery Policy and create education and awareness	Key management and staff acknowledge and understand the Policy
Implement the Supplier Code of Conduct in all formal procurement tenders	New suppliers are required to comply with the code of conduct. Update tender documents to incorporate the Code of Conduct
Preliminary risk assessment of higher exposure risk products and services in our activities	Identify those products or services that are considered higher risk in our business operations and supply chains

Reporting requirement 6: Consultation with subsidiaries & entities

The Funlab Executive Leadership Team have group-wide responsibilities and therefore oversight across the entire Funlab group, ensuring the Funlab approach to Modern Slavery is consistently applied.

Funlab’s current ownership structure means all present entities in the group are wholly owned and controlled and consequently subject to common companywide practices and governance. Where wholly owned subsidiaries may be outside Australia, governance matters are reviewed with consideration of relevant jurisdictions.

Reporting requirement 7: Any Other Business

In late March 2021, the reporting entity, Funlab Group Limited, was acquired by Tiger HoldCo Pty Ltd which resulted in an ultimate change in the ownership of Funlab. Additionally, the reporting entity's name was changed to Funlab Group Limited Pty Ltd and converted from a public to private company. Michael Schreiber has remained the common continuous Director of the entity from inception and was made the Sole Director in March 2021.

Signed by



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Michael Schreiber
Sole Director
Funlab Group Limited
A.C.N 615 772 113
Date: 9 February 2022