



**TIGER
HOLDCO
PTY LTD
("FUNLAB")**

Modern Slavery Statement 2022

CONTENTS:

Introduction

CEO Introduction 3

**MSA Mandatory Criterion 1:
Reporting Entity** 4

**MSA Mandatory Criterion 2:
Structure, Operations and Supply Chain**

Structure and Operations 5-6

Supply Chain 6-7

**MSA Mandatory Criterion 3:
Assessing the modern slavery risks in our
Operations and Supply Chain**

Operations 8

Supply Chain 8

Supply Chain Risk 9

**MSA Mandatory Criterion 4:
Actions Taken**

Governance and policies 10

Ongoing Internal Education and Awareness 11

Development of Procurement Policy 12

Grievance mechanisms 12

**MSA Mandatory Criterion 5:
Assess Effectiveness**

Progress against our FY21 Planned Actions 13-14

**MSA Mandatory Criterion 6:
Consultation with subsidiaries & entities** 14

**MSA Mandatory Criterion 7:
Any Other Information** 15

CEO INTRODUCTION

On behalf of the Funlab board, I am pleased to present our third Modern Slavery Statement for the year ended 26th June 2022. This document provides an overview of Funlab's initiatives and ongoing development in regard to managing and identifying modern slavery risks in the past twelve months.

In FY22, Funlab continued to be impacted by the ongoing COVID-19 pandemic with lockdowns and restrictions imposed in all of the jurisdictions in which we operate. This, unfortunately (again) provided challenges for the company in regard to progressing all our shorter-term modern slavery risk management strategies and broader expansion plans.

As at 27th June 2022, Funlab has approximately 1,600 employees (our motherfunners) who, as a collective, rightly expect the company to respect human rights in our operations and supply chain. We are committed to business operations that are safe, ethical and transparent and Funlab has an ongoing commitment to comply with the Modern Slavery Act 2018 (Cth) (the MSA).

Funlab also acknowledges that in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), we have a responsibility to respect human rights in our operations and supply chains. This is a responsibility we take seriously and look forward to further developments in all areas of modern slavery risk management in the short and medium term and to play our role as part of a larger global improvement movement.



Michael Schreiber
Founder & Chief Executive Officer

MSA MANDATORY CRITERION 1: REPORTING ENTITY

This modern slavery statement is made by Tiger HoldCo Pty Ltd as the ultimate holding company of the consolidated 'Funlab Group', for the reporting period ending 26th June 2022 in accordance with the group's financial statements.

The table below sets out the entities in the group: Tiger HoldCo Pty Ltd which is a reporting entity under the MSA, and its owned and controlled entities.

COUNTRY	FUNLAB ENTITY	REGISTRATION NUMBER
Australia	Tiger HoldCo Pty Ltd	A.C.N 639 276 412
Australia	Tiger MidCo Pty Ltd	A.C.N 639 282 983
Australia	Tiger BidCo Pty Ltd	A.C.N 639 284 209
Australia	Funlab Group Pty Ltd	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 Ltd	UEN: 201819234H
USA	Funlab USA Inc	DE State File No: 7571207

MSA MANDATORY CRITERION 2: STRUCTURE, OPERATIONS & SUPPLY CHAIN

The business of Funlab has been operating for over 20 years. Funlabs' purpose is For Fun's Sake meaning everything we do is centered around the provision of fun for our guests and our people.

Funlab operates in the out-of-home entertainment, leisure and amusement industry; we have a number of brands in operation across 37 owned venues in Australia and, New Zealand. During FY22 we also had a venue in Singapore which we have exited since the end of FY22.

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



Archie Brothers Cirque Electriq

There's no place on earth like Archie Brothers Cirque Electriq. 'Archies' is our large format entertainment brand offering bowling, arcade and amusement games, various attractions, virtual reality, laser tag, food and beverage.

B.Lucky & Sons

Every day is fortune-filled at B. Lucky & Sons. 'B Lucky' is our small format entertainment brand which offers arcade and amusement games, curated redemption prizes and premium cocktails, beverages and food.

Hijinx Hotel

Hijinx Hotel is where you play, not stay, with a series of fast moving, mini-challenging and fun-filled immersive game rooms in a hotel inspired themed venue with food and beverage

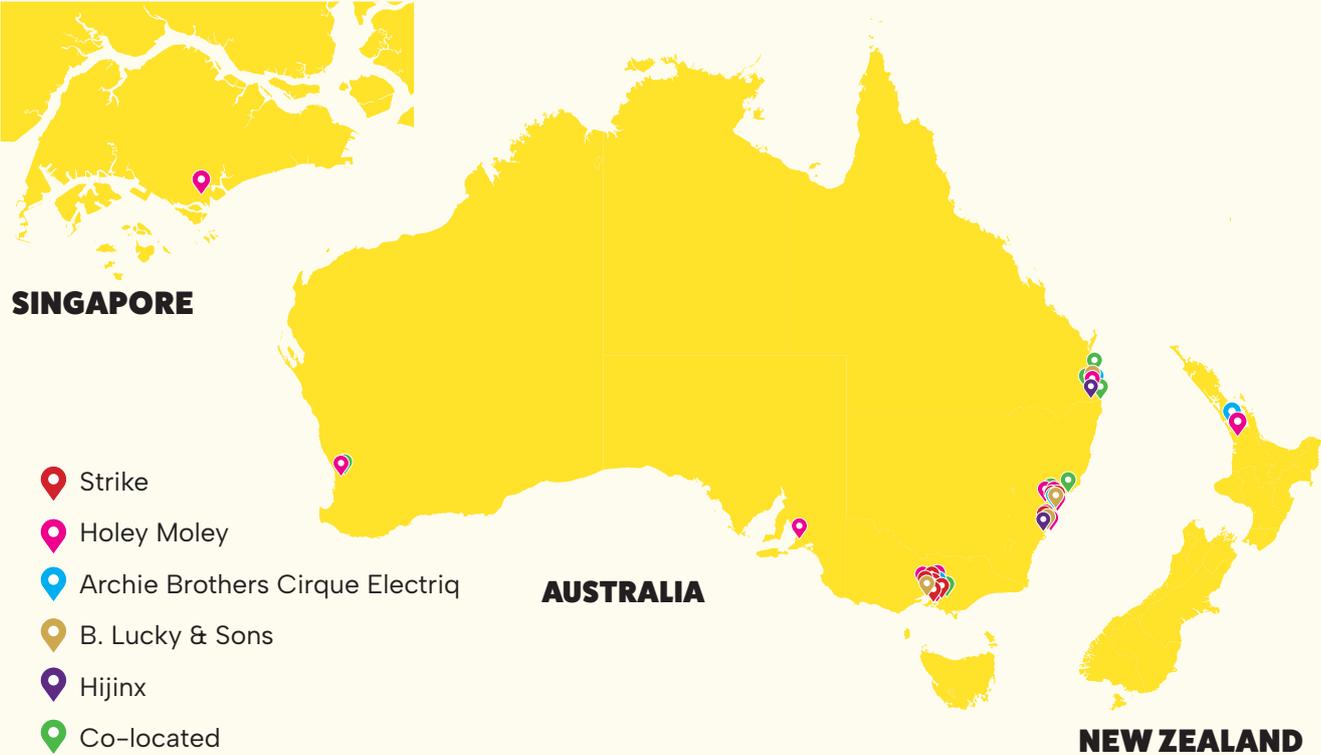
Holey Moley Golf Club

Holey Moley is our mini golf anchored venue with pop-culture inspired holes in a nostalgic work of art setting with food and beverage.

Strike Bowling Bar

Strike is not your average bowling alley. With bowling, laser tag, karaoke, darts, escape rooms, food and beverage. Strike is our oldest brand and the foundation concept that started Funlab.

During FY22 the company made a decision to exit from the trampoline park business, which had been in existence since 2014 (SkyZone). This was offset by the development of a new business, Hijinx Hotel. Additionally, the company made a decision to exit the single Singapore venue in operation which will occur in early FY23. The location of Funlab’s 37 venues during FY22 are provided below:



‘Co-Located’ venues represent where two or more brands are housed within one location.

Funlab employees are a mixture of full time, part time and casual roles. As at 26th June, Funlab had 324 full time employees and 1132 casual employees in Australia, 15 full time employees and 66 part time employees in New Zealand and 25 full time employees and 27 part time employees in Singapore, across venue and office roles.

Funlab is headquartered in Abbotsford, Melbourne. Approximately 90% of Funlab’s current business is conducted in Australia with the remaining 10% derived from our New Zealand and Singapore venues.

The Funlab Group’ comprises Tiger HoldCo Pty Ltd, the group’s ultimate holding company, and a number of subsidiaries (see page 3). The Funlab Group is privately owned, by TPG Asia Private Equity and Management.

SUPPLY CHAIN

For the reporting period, the geographic location and approximate share of the supplier portfolio is outlined below based on our direct (tier one) suppliers. There has been no material change in this spread of expenditure in the last twelve months.

GEOGRAPHIC LOCATION OF SUPPLIERS

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

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

FUNLAB CATEGORY SUPPLIER SPEND ANALYSIS

CATEGORY	SPEND FY21%	SPEND FY22%
Leasing of Property & Property Services	28%	24%
Food & Beverage	18%	15%
Professional Services	15%	3%
Capital Works, Equipment & Projects	14%	36%
Marketing & Promotions	5%	6%
Operations Supplies	4%	4%
Cleaning & Waste Management	3%	2%
Security & Cash Collection Services	2%	3%
Repairs & Maintenance	2%	2%
Communications & IT	2%	2%
Utilities	2%	1%
Other	3%	2%

Comparing FY22 spend to FY21 spend, Funlab has a number of capital projects approved for FY23; accordingly, the commencement of works and capital requirements increased towards the end of FY22, increasing our spend for this category (as set out in the table). Professional services were reduced to a more usual level having been higher in FY21 due to costs associated with the change in ownership of Funlab that year.

Funlab typically enters short to medium term contracted arrangements with suppliers, excluding landlord lease arrangements which are normally long term. The company will typically tender out medium term contracts for the supply of ongoing goods and services and tenders for any major capital works required for greenfield venues or their refurbishment on a project-by-project basis.

MSA MANDATORY CRITERION 3: ASSESSING THE MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

OPERATIONS

All our employees are directly employed by Funlab entities which are governed by the relevant legislation present in the various jurisdictions we operate. Employment arrangements exist through a combination of common law contracts, awards and enterprise agreements. Employees are recruited through advertisements on public and social media channels, employee referrals or talent scouting. All employees freely elect to work with Funlab. Further, nearly all our employees are based in Australia and New Zealand, which are low risk for modern slavery (although we acknowledge that risks still exist in these countries). We conduct VEVO checks through Immigration on all non-residents who are hired.

For these reasons, we have assessed the risks of modern slavery occurring in our operations as low.

SUPPLY CHAIN

Funlab's direct suppliers are predominantly based in one of the countries listed in the table below.

Australia, Singapore, New Zealand and the United States are assessed as low risk for modern slavery in the Walk Free 2018 Global Slavery Index (GSI). China is assessed as a higher risk for modern slavery in the GSI and other resources.

Funlab is also aware that some suppliers based in these countries may source and import products and services from other countries which adds to the complexity of identifying and assessing our supply chain modern slavery risks.



FUNLAB SUPPLIER COUNTRIES

COUNTRY	KEY PRODUCTS & SERVICES PROCURED	GSI PREVALENCE INDEX RANKING ¹
Australia	Operational Products & Services	163/167
New Zealand	Operational Products & Services	164/167
Singapore	Operational Products & Services	111/167
China	Inventories, Merchandise, Apparel	97/167
United States	Games Attractions & Equipment	158/167

Funlab undertook an internal assessment (discussed further in relation to MSA Mandatory Criterion 4 below) to identify our highest risk suppliers in order to initiate further actions and inquiry in relation to those suppliers as part of our modern slavery risk assessment practices.

At the outbreak of the Ukraine / Russia conflict, we reviewed our previous work to map our suppliers and confirmed that we did not have any direct suppliers based in these countries.

¹ The GSI Prevalence Index Ranking provides a country's rank against other countries in the GSI based on the estimated proportion of people living in modern slavery.

SUPPLY CHAIN RISK

The products and services Funlab purchases that we have identified as high risk for modern slavery remained consistent in FY22 and are outlined below. This categorisation assists in the risk assessments of suppliers.

CATEGORY	PRODUCTS & SERVICES
Out of Home Entertainment	Games, Equipment and Attractions Manufacturing
Inventories & Product for re-sale	Merchandise i.e Toys & Novelties, Plush
Construction & Venue Fit Out	Construction Materials & Products, Fixtures & Fittings, use of contractors and labour
Food & Beverage Hospitality	Food & Beverage Produce, Packaging, Smallwares, Vessels
Facilities Management	Security, Cleaning & Other Maintenance Services
Textiles	Apparel, Uniforms
Office & Technology	IT Equipment, Office Consumables
Other	Freight, Logistics
COVID-19	PPE, medical and cleaning products

MSA MANDATORY CRITERION 4: ACTIONS TAKEN

GOVERNANCE AND POLICIES

The management of modern slavery risks at Funlab is the responsibility of our Procurement team (in relation to our supply chain) and Human Resources (in relation to our labour operations). Our Chief Financial Officer has executive level oversight of our modern slavery approach and development of our annual Modern Slavery Statement, and our Board has ultimate accountability for our approach.

Key policies include:

- **How We Behave Policies.** These policies set out our expectations of employee behaviour, including in relation to non-discrimination, harassment and bullying and respectful treatment of others. They also include our employee grievance process (discussed in more detail under 'Grievance mechanisms' below.)
- **Modern Slavery Policy.** This policy sets out a zero tolerance approach to modern slavery and our commitment to addressing modern slavery in our operations and supply chain. This includes commitments to ongoing risk assessments of our supply chain and supplier due diligence, and internal education and awareness raising. It also includes guidance for employees on what to do if they suspect modern slavery.
- **Procurement Policy.** This policy outlines our principles and standards for the procurement of goods and services.
- **Supplier Code of Conduct.** We require higher risk suppliers that are subject to additional due diligence to confirm that they meet various expectations including around document retention, child labour and forced labour, freedom of association and collective bargaining, payment of wages and other benefits, and non-discrimination.
- **Whistleblower Policy.** Sets out our whistleblower process. We encourage all employees, guests and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

IDENTIFICATION AND ASSESSMENT OF SUPPLY CHAIN RISKS

In order to identify the high risk areas of our supply chain, we analysed our supplier spend by category and country. We prioritised our tier one (direct) suppliers that operate out of China for further due diligence; in particular, we assessed all suppliers from China from which we are still sourcing (13 suppliers). These suppliers primarily provide merchandise, operational supplies, apparel and inventories. Each of these suppliers was subject to further inquiries and investigation as detailed in the case study below.

CASE STUDY:

FACTORY AUDITS OF HIGH GSI RISK

During FY22, Funlab engaged with its 13 current China-based suppliers, requesting them to complete our Self-Assessment Questionnaire and confirm that they meet the expectations set out in our Supplier Code of Conduct (described above).

The Self-Assessment Questionnaire contains questions that relate to the supplier's profile, their awareness of modern slavery risks, relevant policies and practices, and details of their manufacturing sites. The information obtained through the Funlab Self-Assessment Questionnaire allowed us to gain a better understanding of the modern slavery risks that may be associated with these suppliers, and their approach to managing these risks.

100% completion of the Self-Assessment Questionnaire and acceptance of the Supplier Code of Conduct was also required in order to continue engagement between Funlab and the supplier. All suppliers met these expectations.

As a further step, Funlab has arranged for and initiated an external representative to undertake physical audits of each of these suppliers. We intend to complete these audits during FY23.

ONGOING INTERNAL EDUCATION & AWARENESS

Funlab has an ongoing commitment to continue to educate our employees. We continue to promote and increase awareness of the modern slavery risks in our operations and supply chain so that all eyes of the company are conscious and looking out for any bad practices or potential risks in our supply chain and operations.

All of our key procurement staff have undertaken training in relation to modern slavery. This has provided them with the capacity to undertake supplier due diligence described above.

The company has also conducted Modern Slavery updates to, and other informal capacity building for, management and leadership, including in relation to the development of our Modern Slavery Statements and compliance requirements, and to raise awareness in relation to our published Modern Slavery Statements.

The company has also made significant progress in raising awareness in relation to modern slavery across the organisation. Due to the transient nature of the workforce and the expansion ahead, the company's education process will be ongoing and adaptable to the various levels and locations of our people.

DEVELOPMENT OF PROCUREMENT POLICY

Between the end of the reporting period and the approval of this Statement, Funlab developed a Procurement Policy that sets out principles and standards for the procurement of external goods and services. The purpose of this procedure is to establish a common approach to Funlab’s Procurement activity, to deliver sustainable, maintainable and efficient solutions and results in our procurement cycle.

The Procurement Policy states that Funlab will procure in an honest, competitive, fair and transparent manner with consideration of quality, service, environmental considerations, modern slavery compliance controls, social impact and value for money.

This policy works in conjunction with Funlab’s Modern Slavery Policy, Whistleblower Policy, How We Behave Policy, Funlab Code of Conduct and Risk Governance Framework.

GRIEVANCE MECHANISMS

We encourage all Motherfunners, guests and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

Our How We Behave Policies include a grievance resolution process for workplace grievances. It includes channels for raising grievances, possible actions that may be taken to resolve a grievance and possible outcomes. It also sets out our approach to anonymity and confidentiality, and our commitment to ensure complainants are protected from victimisation.

We also have a Whistleblowing Policy under which we provide a grievance mechanism that is available to a range of stakeholders including employees, contractors (and their employees) and suppliers (and their workers). It sets out our process for investigating a report. It allows for grievances to be raised anonymously.



MSA MANDATORY CRITERION 5: ASSESS EFFECTIVENESS

Further to our FY21 report, we have tracked and assessed the effectiveness of our planned actions as follows:

PROGRESS AGAINST OUR FY21 PLANNED ACTIONS

FY21 PLANNED ACTION	KPI MEASURE	FY22 ACTION
Develop and implement modern slavery training initiatives to develop the capability of Procurement and Department Teams	100% of key people with procurement and supplier management responsibilities are identified and undertake the training	All procurement staff have undertaken in-house training in regard to modern slavery compliance and governance
Develop a Procurement Policy inclusive of modern slavery risk criteria to inform supplier selection and procurement practices	Policy is written, implemented and embedded in our procurement practices	Procurement Policy has been written, approved and will form part of ongoing education and awareness in purchasing and supplier decisions. (This action was completed between the end of the reporting period and the date of this statement)
Undertake a supplier risk assessment for modern slavery	Identification of all high risk suppliers	13 Higher risk suppliers identified (those based in China)
Undertake additional due diligence for higher risk suppliers	Modern slavery documents and policy statements of high risk suppliers are obtained and reviewed, and suppliers confirm compliance with Funlab's Supplier Code of Conduct expectations	Higher risk suppliers were required to complete our Self-Assessment Questionnaire and confirm they meet the expectations in our Supplier Code of Conduct. All suppliers satisfied Funlab's initial investigations and requirements
Develop a planned approach to modern slavery risks for the medium term	Develop a draft modern-slavery road map	The development of the modern slavery road map has been deferred and will be considered in FY23 as part of a broader ESG company strategy

FY23 PLANNED ACTION	KPI MEASURE
Develop and implement modern slavery education and training as part of FTE employee onboarding	All new FTE employees undertake modern slavery training as part of their onboarding program
Identify additional suppliers for further due diligence	Additional suppliers identified, and required to complete our Self-Assessment Questionnaire and confirm they meet the expectations in our Supplier Code of Conduct
Undertake Factory Site Audits for higher risk suppliers (13 suppliers based in China)	Completion of physical audits
Develop a planned approach to modern slavery risk identification, assessment and management for the medium term as part of the development of our broader ESG strategy	Develop a draft modern slavery roadmap as part of our broader ESG strategy
Renewal of supplier contracts (for high spend/volume suppliers) subject to ongoing modern slavery due diligence	All renewals of supplier contracts (for high spend/volume suppliers) required to complete our Self-Assessment Questionnaire and confirm they meet the expectations in our Supplier Code of Conduct

MSA MANDATORY CRITERION 6: CONSULTATION WITH SUBSIDIARIES & ENTITIES

Funlab’s current ownership structure means all entities in the group are wholly owned and controlled and subject to common group-wide practices and governance. Where wholly owned subsidiaries are outside Australia, governance matters are reviewed in consideration of relevant jurisdictional requirements.

Funlab’s Executive Leadership Team, have group wide responsibilities and oversight across the entire Funlab group, In developing this Statement, engagement with the Executive Leadership Team, and the Chief Financial Officer and Company Secretary, was used to facilitate consultation across our owned and controlled entities.



MSA MANDATORY CRITERION 7: ANY OTHER INFORMATION

In FY22, Funlab made a decision to exit operations from Singapore which will mean Funlab retreats from operations in that country in early FY23. Funlab has had a careful offboarding process with our employees to assist them in their next placement and their ongoing well-being and safety.

This modern slavery statement was approved by the board of Tiger HoldCo Pty Ltd on 15th December 2022].

Signed by

A handwritten signature in black ink, appearing to read 'MS', with several long, sweeping horizontal strokes extending to the right.

Michael Schreiber
Chairperson
Tiger HoldCo Pty Ltd
A.C.N 639 276 412

Date: 15th December 2022

