



TIGER HOLDCO PTY LTD (‘FUNLAB’)

MODERN SLAVERY STATEMENT

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CEO INTRODUCTION

On behalf of the Funlab Board, I am pleased to introduce our Funlab Modern Slavery Statement. This document outlines a range of initiatives the company has taken surrounding the risk of Modern Slavery in our business operations and supply chain, covering the financial year ended June 27 2021.

At the core of Funlab's mission and values are a fundamental respect for human rights, which we aim to demonstrate through our shared activities, behaviours and culture. We remain steadfast in our commitment to business operations which reinforce these rights through actions which are safe, ethical and transparent for both guests and our people (our Motherfunners).

Funlab acknowledges that in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), we have a collective responsibility to respect human rights in our operations and supply chains, in a global context.

Additionally, we remain committed to complying with and upholding the tenets of the Modern Slavery Act 2018 (Cth) (the Act). Although it is early in our journey in addressing the risks of Modern Slavery, we have taken initial steps to better understand and identify Modern Slavery with our people and suppliers through our business activities.

We seek to achieve continuous improvement in addressing the risks of Modern Slavery, which includes taking progressive action to educate, prevent, investigate, mitigate and if required, remedy the presence of Modern Slavery in our ongoing operations and associated supply chains.



Michael Schreiber
Founder & Chief Executive Officer

REPORTING REQUIREMENT 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 June 27 2021, in accordance with the group's financial statements. Tiger HoldCo Pty Ltd became the ultimate holding company of the Funlab Group and its wholly owned subsidiaries through acquisition on March 26 2021. This statement has been approved by Tiger HoldCo Pty Ltd Board of Directors (principal governing body) and signed by Michael Schreiber, Chairperson of the Board on 10th December 2021. Please see this responsible member's signature included at the end of this statement.

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 Limited	Company No: 6649793
Singapore	Funlab Singapore Holdings 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:

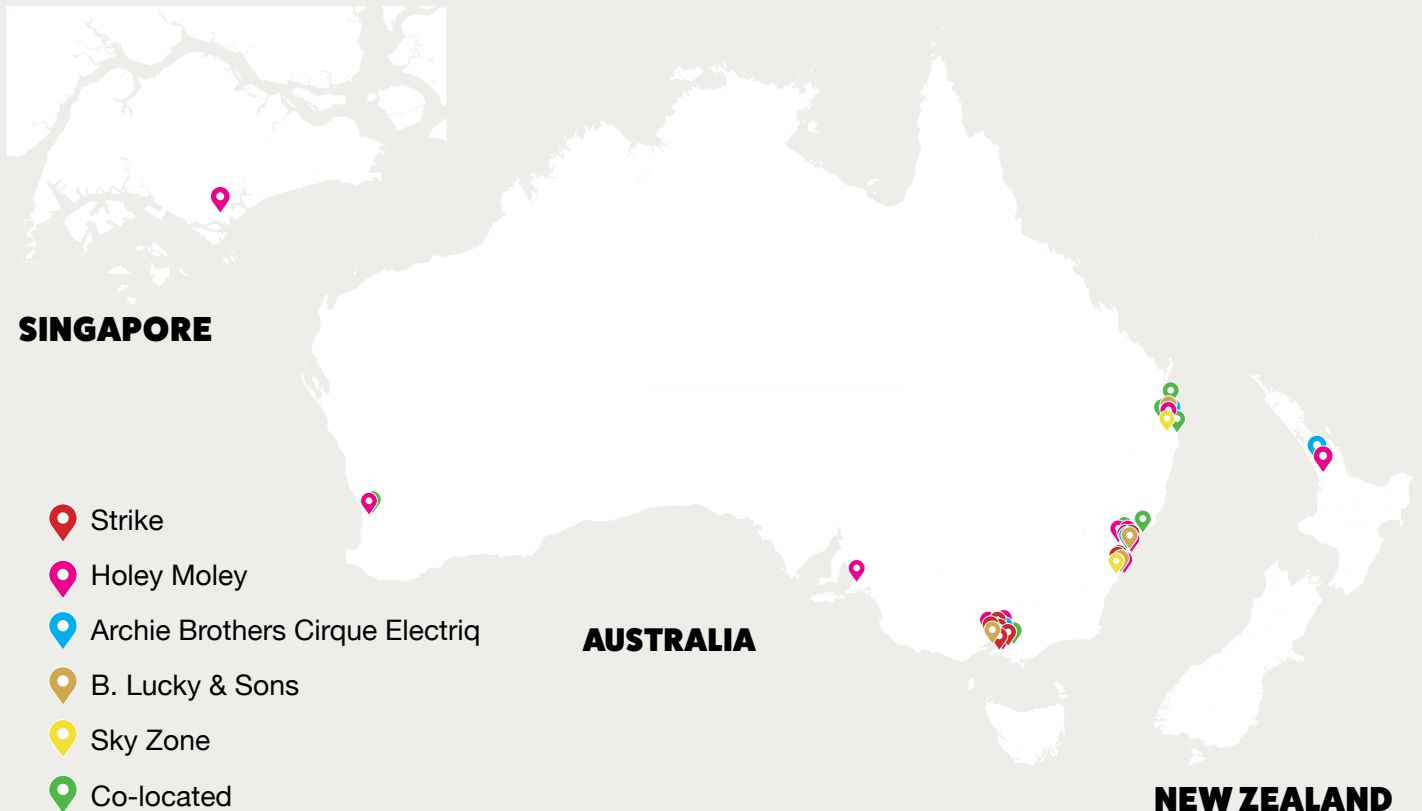


REPORTING REQUIREMENT 2: STRUCTURE, OPERATIONS AND SUPPLY CHAIN

STRUCTURE AND OPERATIONS

The business of Funlab has been operating for almost 20 years. Funlab's 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 seven brands in operation across 36 owned venues in three countries.



Currently, Funlab employs approximately 1,500 employees through a mixture of full time, part time and casual roles.

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.

SUPPLY CHAIN

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

GEOGRAPHIC LOCATION OF DIRECT 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

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

Funlab typically operates on short to medium-term contractual arrangements with operating suppliers, excluding landlord lease agreements which are normally long term arrangements. More recent tenders have been undertaken with the additional requirement for suppliers to formally adhere and comply with Funlab's Supplier Code of Conduct in these arrangements.

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. Funlab has an ongoing commitment to pay above the minimum living wage for all direct employees in all jurisdictions we operate in.

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.

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 direct suppliers based in these countries may also source and import products and services from other countries, which can add to the complexity of identifying and mitigating Modern Slavery risks going forward.

FUNLAB SUPPLY CHAIN COUNTRY¹ 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

¹ Top 5 countries

SUPPLY CHAIN RISK

Funlab has identified a number of inherent products and services that represent a higher potential risk of Modern Slavery in the operating supply chain, which will form part of our forward risk assessment 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

In the upcoming reporting period Funlab is committed to undertaking pragmatic and reasonable risk assessments of its supply chain, including both category and geography.

REPORTING REQUIREMENT 4: ACTIONS TAKEN

INTERNAL POLICIES

A focus both in and prior to the reporting period has been to promote awareness for to employees on Modern Slavery and the potential risks in our operations and supply chains. Funlab has prepared and implemented an internal **Modern Slavery Policy (The Policy)**, which is available to all team members and explains the inherent risks of Modern Slavery, how Funlab plans to assess and respond to Modern Slavery and the process for reporting if identified.

Through the **How We Behave (our Employee Code of Conduct)** policies, Funlab sets out clear expectations of actions and behaviours expected of employees when representing the business, to ask them to do the right thing. This establishes the highest standards of employee conduct and ethical behaviour required when operating abroad and managing Funlab's supply chain.

To consider and address the risks and issues of Modern Slavery, Funlab established a **Supplier Code of Conduct (the Code)** to consider and address issues of Modern Slavery, with all new procurement or supplier relationships established through recent tender processes required to comply with the Code. The Code outlines the responsible labour rights and practices that must be upheld by suppliers to comply with Funlab's expectations and standards.

The Code specifically requires suppliers to not engage in acts of bribery and corruption, ensure employment is freely chosen, workers are free to leave their employment and ensure wages and benefits meet national legal standards. Non complying tender responses to the Code of Conduct from suppliers results in elimination from the selection process.

To encourage all employees to report any suspicion of slavery or human trafficking without fear of retaliation, a **Whistleblowing Policy** has been established. The purpose of the policy is to:

- promote understanding of what can be reported.
- demonstrate the importance Funlab places on ensuring a safe and supportive environment where our people feel confident to raise breaches of Reportable Conduct relating to the organisation, its venues, officers, employees, or members.
- assist to create a culture within Funlab that encourages our people to speak up and raise breaches of Reportable Conduct relating to the business, its venues, officers, employees or members.
- explain the processes for reporting breaches of Reportable Conduct, including what happens when our people make a report.
- outline how our people will be protected if they make a report.

PROMOTING AWARENESS

As a business, Funlab is committed to making our people aware of:

- The various forms of Modern Slavery in which people can be held and exploited.
- The size of the problem and the risk it poses to our organisation.
- How our employees can identify the signs of slavery and human trafficking, including unrealistically low prices.
- How employees should respond if they suspect slavery or human trafficking.
- How suppliers can escalate potential slavery or human trafficking issues to the relevant people within their own organisation.
- What terms and guidance should be provided to suppliers in relation to slavery policies and control.

CASE STUDY:

INTERNAL AWARENESS & WHISTLEBLOWING RESULTS IN CHANGES TO SUPPLY CHAIN

As evidence of our employees' increasing education and awareness of Modern Slavery, our employees identified that an individual cleaning contractor was being exploited by the company who was utilising their vulnerable visa position to fulfill services to one of our venues. Once internally identified and raised, Funlab's management ceased the contract with the supplier, allowing the individual to resign and take up full time employment with Funlab. Funlab was able to sponsor the individual and ensure that they were paid correctly according to the market and treated safely ongoing. This was evidence of Funlab's early education practices working and the individual remains with Funlab as a valued full-time employee.



REPORTING REQUIREMENT 5: ASSESS EFFECTIVENESS

Funlab remains in the early stages of our its journey to address the risks of Modern Slavery. For the next reporting period, Funlab will measure the effectiveness and track progress of planned actions as outlined below, which will be overseen by the Funlab Audit & Risk Committee

PLANNED ACTIONS AND KPI MEASURES

ACTION	KPI MEASURES
Develop & implement Modern Slavery training initiatives to develop capability and awareness in responsible sourcing and procurement	All departments with procurement and supplier management responsibilities undertake the training on company practices
Develop a Procurement Policy inclusive of Modern Slavery risk criteria to inform supplier selection & procurement practices	The policy is written, implemented and embedded in the procurement practices of all departments
Undertake pragmatic enquiry and spot checks on suppliers modern slavery risk	<p>Identification of higher risk suppliers in Funlab’s supply chain</p> <p>Increase the percentage of direct suppliers signed to Funlab’s Supplier Code of Conduct</p>
Undertake additional due diligence for higher risk suppliers	Supplier Modern Slavery documents and policy statements are obtained and compared to our Supplier Code of Conduct for review and planned remedy of any breaches
Develop a planned approach to Modern Slavery risks for the medium term	Develop and draft a modern slavery roadmap



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.

All entities in the group are wholly owned subsidiaries of the reporting entity and all were consulted in establishing modern slavery awareness and education, especially subsidiaries outside Australia. Going forward, entities in the group will collaborate together on risk assessments and strategy development.

REPORTING REQUIREMENT 7: ANY OTHER BUSINESS

Since March 2020 Funlab has been subject to ongoing public health orders related to the COVID-19 pandemic, which have required the company to either close all operations at times, or close groups of venues regularly. Funlab understands that the economic impacts of COVID-19 may have added to the risk of Modern Slavery in operations and supply chains, with this consideration being integrated into strategy development and implementation moving forward.

Signed by



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

Date: 16th December 2021

