



The Entertainment and Education Group

# Modern Slavery Statement

Year ended 31 December 2023





## Introduction

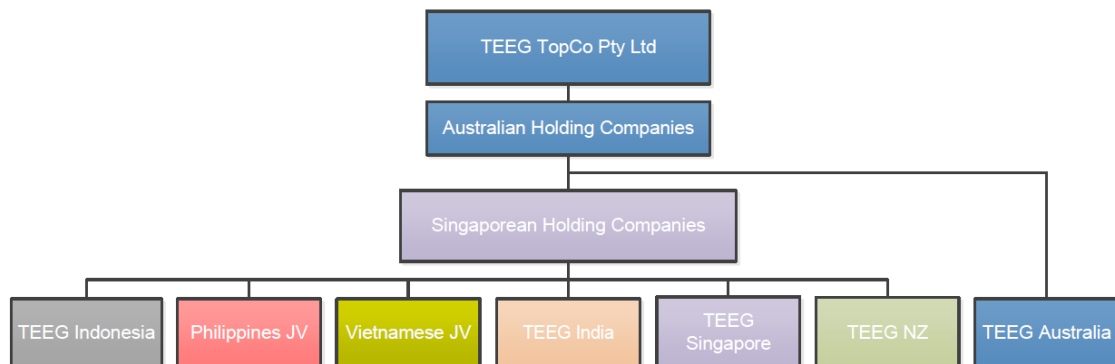
This joint Modern Slavery Statement is prepared by The Entertainment and Education Group ('TEEG' or 'the Group'), comprising TEEG TopCo Pty Ltd (ACN 622 408 422) and its controlled entities, in satisfaction of the reporting obligations imposed under the *Modern Slavery Act 2018* (Cth). The other reporting entities covered by this joint statement are as follows:

- TEEG Mezzco Pty Ltd (ACN 622 412 775);
- TEEG Senior HoldCo Pty Ltd (ACN 622 415 285);
- TEEG BidCo Pty Ltd (ACN 622 416 228); and
- TEEG Australia Pty Ltd (ACN 622 416 228).

TEEG is cognisant that the mitigation of modern slavery risks is important to both its guests and to the community at large. The Group remains committed to mitigating modern slavery risks both in its direct operations and in its supply chains.

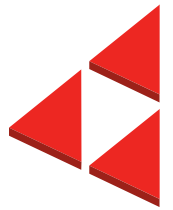
## Corporate Structure

TEEG's corporate structure comprises a series of holding companies in each of Australia and Singapore, wholly owned, locally domiciled subsidiaries in each of Australia, India, Indonesia, New Zealand and Singapore, and incorporated joint ventures in the Philippines and Vietnam. A simplified corporate structure chart is as follows:



## Operations

The Group is a leading provider of entertainment and edutainment services in the Asia-Pacific Region; operating over 340 family entertainment centres across seven countries under the Timezone, Kingpin, Zone Bowling and Play 'N' Learn brands. TEEG employs over 8,500 team and welcomes over 10 million guests annually.



Timezone venues are amusement game anchored, family entertainment centres that typically range from 500m<sup>2</sup> to 2,000m<sup>2</sup> in size. Larger Timezone venues supplement the core amusement game offering with attractions and dedicated party facilities. Timezone venues have operated consistently since the first venue opened in Perth, Australia in 1978. The Group operates venues under the Timezone brand across all seven countries in which it has a presence.



Kingpin and Zone Bowling venues are large format, family entertainment centres incorporating bowling, amusement games, attractions, party facilities and a comprehensive food and beverage offering. TEEG currently operates venues under these brands in Australia and New Zealand.



Play'N'Learn is an edutainment concept that is specifically designed to integrate play and educational opportunities through custom built attractions and educational shows. The latest Play'N'Learn venues also incorporate a café and dedicated party facilities. The Group currently operates Play'N'Learn venues in India, Indonesia, Philippines and Vietnam.



## Supply Chain

TEEG's supply chain is comprised of approximately 4,000 direct suppliers, of whom approximately 40% by number and 70% by value are based in Australia, New Zealand and Singapore (markets considered to be subject to a lower incidence of modern slavery practices). Despite this, a number of goods procured by the Group are imported and originate from higher risk jurisdictions.

The key categories of goods and services procured by TEEG continue to be:

- Property;
- Amusement games and attractions;
- Food and beverages;
- Construction materials and services;
- Utilities;
- Redemption stock; and
- Cleaning and maintenance services.

The Group maintains robust procurement practices and actively cultivates positive and transparent working relationships with its suppliers. Where it is reasonably practical to do so, each subsidiary endeavours to source goods and services in its local market.

Price is not the sole determining factor when sourcing goods and services. The quality of such goods and services, the sophistication of the supplier and the supplier's business practices are assessed during the due diligence process.

Suppliers that fail to meet or exceed TEEG's expectations are notified and, if the failure is not promptly and satisfactorily addressed, the relationship with the relevant supplier will be terminated.

## Risks of Modern Slavery

The data collated in the Global Slavery Index suggests that, of the countries in which the Group operates, modern slavery is most prevalent in India (with an estimated prevalence of 8.0 persons per 1,000), the Philippines (7.8 persons per 1,000) and Indonesia (6.7 persons per 1,000).<sup>1</sup> Of the goods acquired directly or indirectly by TEEG, electronics (including amusement games, laptops, computers and mobile phones), garments, fish and cocoa are considered to present the highest risk of modern slavery. Of the services acquired by the Group, cleaning services continue to pose the highest risk.

---

<sup>1</sup> Walk Free 2023, The Global Slavery Index 2023, Minderoo Foundation. Available from: <https://walkfree.org/global-slavery-index/>



The risks associated with TEEG's supply chains are mitigated to some extent by:

- the strong expectations imposed upon the Group's employees pursuant to TEEG's policies and procedures including, but not limited to, its code of conduct;
- the Group's active, in-person engagement with potential suppliers and its preliminary due diligence processes;
- TEEG's strong relationships with its tier one suppliers and the transparency that is a key element of these relationships;
- the presence of a local head office and management team in each market in which the Group operates;
- the partnership between TEEG and reputable, sophisticated joint venture partners in the Philippines and Vietnam; and
- the ability for team members, suppliers and other eligible whistleblowers to raise concerns about actual or suspected misconduct under the Group's whistleblower policy.

Notwithstanding the foregoing, TEEG acknowledges that modern slavery can afflict any part of the supply chain.

#### **Action Taken During the Reporting Period**

Consistent with prior reporting periods, amusement game, attraction and redemption stock suppliers continue to be the key focus of the Group's modern slavery initiatives. This is due to the cumulative value of such goods acquired by TEEG, the fact that electronics have been identified as higher risk and the source markets for these goods.

The Group's modern slavery supplier site inspection program was expanded significantly in 2023, with a total of 13 supplier site inspections completed during the course of the year. These inspections consisted of a walkthrough of the supplier's facility, discussions with management, and discussions with an employee employed at the relevant facility. Following each such site inspection, the TEEG representatives that attended were required to complete and submit a report identifying their key findings and to append the photos taken during the inspection.

In light of the elevated modern slavery risks associated with electronics, and the fact that a significant proportion of the amusement games acquired by the Group are manufactured in China, 9 of the 13 site inspections were conducted in China at facilities that manufacture electronic amusement games and/or attractions. The remaining supplier site inspections were undertaken in Australia, Indonesia and the United States.

The supplier site inspection program has been supplemented by the review of independent site audit reports. During the reporting period, a total of 29 such reports were reviewed. These reports related to manufacturing facilities operated by contractors engaged by two of



TEEG's key redemption stock suppliers. No modern slavery concerns were identified in these reports.

The Group's modern slavery questionnaire continues to be utilised as a tool to assist in assessing modern slavery risks. The completed questionnaires evidence varying levels of awareness and risk mitigation practices amongst TEEG's suppliers. The Group will continue to work with its smaller suppliers to enhance their understanding of modern slavery risks.

### **Assessment of the Effectiveness of Action Taken**

The effectiveness of TEEG's modern slavery risk mitigation initiatives is assessed periodically through:

- regular meetings of the Group's modern slavery working group;
- benchmarking TEEG's initiatives against those implemented by comparable businesses; and
- independent input from a subject matter expert.

Although significant progress was made in 2023, the Group remains committed to the continuous improvement of its modern slavery program.

Some key initiatives identified for 2024 include the expansion of TEEG's supplier site inspection program to facilities utilised by key construction contractors, the formalisation of the Group's modern slavery policy, the integration of the modern slavery program into TEEG's ESG framework and the evaluation of third-party supply chain risk assessment platforms.

### **Consultation and Approval**

This statement was prepared in consultation with the Board of Directors of each reporting entity within the Group and approved by the Board of Directors of TEEG TopCo Pty Ltd on 28 June 2024.

Ada Wu  
Director  
TEEG TopCo Pty Ltd  
28 June 2024