

A nighttime photograph of the State Theatre building in Melbourne, Australia. The building is illuminated with warm interior lights and a prominent red neon sign that reads "STATE" vertically. The sky is a deep blue, and the street below is dark. The image is framed by a large, dark, triangular graphic element on the left side.

EVENT

**MODERN
SLAVERY
STATEMENT**

YEAR ENDED 30 JUNE 2020

EVENT HOSPITALITY & ENTERTAINMENT LIMITED
ABN 51 000 005 103

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INTRODUCTION

This Modern Slavery Statement is made on behalf of Event Hospitality & Entertainment Limited ("EVENT" or the "Group") and the reporting entities listed below:

- The Greater Union Organisation Pty Limited;
- Birch, Carroll & Coyle Limited;
- Rydges Hotels Limited; and
- QT Hotels and Resorts Pty Limited.

This is our first Modern Slavery Statement, which outlines the steps we have taken during the reporting year ended 30 June 2020 to understand and address the modern slavery risks in our operations and supply chain.

EVENT opposes slavery in all its forms.

EVENT's human rights strategy is underpinned by our purpose: to make the day better for ourselves, our customers, our team and our community.

We recognise that the decisions we make within the Group and how we choose to provide our experiences to customers can impact the livelihoods of people and communities in which we operate.

We appreciate that we have a responsibility and opportunity to help eliminate modern slavery through our own actions and by working with our suppliers.

We understand the importance of responsible procurement and ensuring that environmental, social and ethical considerations are taken into account when making procurement decisions and as such, we endeavour to interact with suppliers that also share that common understanding.

ACTIONS TAKEN

For our first report, we conducted a high-level initial assessment of the modern slavery risks in our supply chains and began to develop a roadmap to enhance our modern slavery risk management framework. This included the following activities:

- Development of a **Supplier Code of Conduct** that establishes the minimum ethical business standards EVENT expects from our suppliers.
- Development of a **Procurement Policy** that standardises purchasing practices across the Group through a set of approved principles and processes.
- Establishment of a **formal risk management framework** for monitoring and managing material risks associated with modern slavery in the Group's operations and supply chains.
- **Survey of our top 124 suppliers** (by spend) for the year ended 30 June 2020 at the conclusion of that year, comprising 46.2% (\$272.7 million) of the Group's annual tier one supplier spend of \$590.0 million across Australia & New Zealand, with the following objectives:
 - Better understand our suppliers existing governance practices that address their modern slavery risks.
 - Assess any potential modern slavery geographic risks amongst our largest tier one suppliers.

In this first year, we have focused our risk assessment and actions on our Australia and New Zealand operations. We consider that the risk profile of our German cinema operation is consistent with our Australian and New Zealand cinema operations, and will further consider modern slavery risks in our German cinema operation in the next reporting year.

ORGANISATIONAL STRUCTURE AND OPERATIONS

EVENT is a leading entertainment, hospitality and leisure company. Founded in 1910 and headquartered in Sydney, EVENT is at the forefront of the experience economy and delivers millions of experiences annually.

EVENT owns the largest cinema circuits in Australia, New Zealand and Germany under the brands Event Cinemas, Birch Carroll and Coyle, CineStar, Greater Union and Moonlight Cinema. EVENT also own and operate more than 60 hotels including Rydges Hotels and Resorts, QT Hotels and Resorts, Atura Hotels, JUCY Snooze and independently branded properties under the Independent Collection by EVENT.

In the leisure space, EVENT operate Australia’s number one ski resort, Thredbo Alpine Resort and one of Australia’s oldest theatres, the State Theatre. The Company also owns a substantial property portfolio valued at approximately \$2bn.

EVENT is committed to protecting and giving back to the communities in which it operates through a focus on sustainability, fundraising and diversity.

EVENT is a public company listed on the Australian Securities Exchange with over 100 subsidiaries based in Australia, New Zealand and Germany. Further details for the entities in the EVENT Group are disclosed in the [2020 Annual Report](#).



MODERN SLAVERY RISKS IN OUR OPERATIONS

We have approximately **7,000 employees** across Australia (approximately 5,000), New Zealand (approximately 1,000) and Germany (approximately 1,000). Employee numbers can vary significantly due to the seasonality of each division; for example, Thredbo employee numbers increase significantly during the winter months.

In **Australia**, the Group's employees include casuals, part time and full time employees. Our employees are engaged by common law contracts, Modern Awards or Enterprise Agreements depending on what division of the Group they work and subject to their individual position. Although we do have employees, particularly in our cinemas, who may be under 18, their roles are limited to customer service and other low-risk activities.

We work closely with our joint venture partners to ensure that compliance with employment law and regulations is appropriately managed.

Government restrictions imposed in response to COVID-19 temporarily impacted on the Group's employment arrangements in Australia. These changes included the stand down of, or reduced working hours for, employees, and the application of the JobKeeper subsidy.

In **New Zealand**, the Group has both part time and full time employees, whilst in **Germany**, the Group has both temporary and permanent employees. As in Australia, Government restrictions imposed in response to COVID-19 temporarily impacted on the relative mix of employment types in each country, particularly for periods when cinemas were closed.

We have reviewed the composition of our workforce, including the controls implemented to manage compliance with employment law and regulations (including, Australia, compliance with Modern Awards and Enterprise Agreements), and consider that the risk of modern slavery in our operations is low. The risk of modern slavery in our supply chains is considered on the following pages.

MODERN SLAVERY RISKS IN OUR SUPPLY CHAIN

EVENT works with more than 7,000 suppliers across its operating divisions in Australia and New Zealand.

Key supplier categories include the following:



Food & Beverage



Utilities



Property & Facilities



Information Technology



Film Hire



Professional Services



Sales & Marketing



Consumables & Print Media



Travel

As at 30 June 20, EVENT's annual direct (tier one) supplier spend was \$590.0 million across Australia and New Zealand.

EVENT's supply chain is diverse, complex, and geographically widespread. It encompasses a broad spectrum of very large global companies (for example, major Hollywood film studios), large local companies (for example, our cinema landlords; design and build firms), and local family businesses (for example, food and beverage suppliers; property services suppliers).

Our group Procurement Team has recently been formed and initially is focused on purchasing goods and services within the Food & Beverage, Information Technology, Facilities, and Consumables & Print Media categories. Whilst our operating divisions directly manage purchasing decisions in the corporate spend categories, which includes Utilities, Travel and Sales & Marketing, Film Hire and Property, contracts will transition to be overseen by the Procurement Team.

MODERN SLAVERY RISKS IN OUR SUPPLY CHAIN (CONTINUED)

For this reporting year, EVENT surveyed our top 124 suppliers* (by spend) to assess their modern slavery governance. These suppliers comprise 46.2% (\$272.7 million) of the Group’s annual tier one supplier spend, and are primarily comprised of large public and private businesses based in Australia, New Zealand, and the United States. We have five suppliers that are headquartered in Europe, all of which reside in countries that rank low on the Walk Free Global Slavery Index (GSI). Only one of our suppliers, an IT services provider, is based in a country (Philippines) considered a high risk on the GSI.

Country	GSI Risk	Supplier Count	Percentage of Spend
Australia	Low	89	60.75%
United States	Low	13	26.61%
New Zealand	Low	16	6.42%
Austria	Low	1	4.80%
France	Low	1	0.65%
United Kingdom	Low	1	0.51%
Germany	Low	1	0.17%
Philippines	High	1	0.06%
Netherlands	Low	1	0.04%

While EVENT and our suppliers operate primarily in lower risk countries, we have initially identified the following areas as carrying a higher potential risk of modern slavery:

Industry Risks

- Cleaning
- Hospitality
- Food & Agriculture
- Construction
- Information & Communications Technology
- Electronics
- Textiles
- Manufacturing
- Forestry
- Shipping & Transport

Product & Services Risks

- | | |
|--|--|
| <ul style="list-style-type: none"> Cleaning Services* Produce Coffee Construction Materials Fish Carpets & Flooring Linen Furniture Garments IT/Programing Services* Maintenance* | <ul style="list-style-type: none"> Grains Flatware & Glassware Electronics Merchandise Textiles Packaging Consumables Stationary Amenities Window Coverings Edible Oils |
|--|--|

Note: Products & services marked with an asterisk () may be outsourced.*

** This includes our New Zealand supply base*

OUR GOVERNANCE FRAMEWORK

EVENT's [2020 Corporate Governance Statement](#) sets out the key corporate governance principles adopted by the Board in governing the Group.

EVENT has a robust corporate governance framework in place, with the Board overseeing the Group's risk management framework, including in respect of modern slavery risks, through the Audit and Risk Committee.



The EVENT Board has established a formal risk management framework for monitoring and managing material risks, including any material risks associated with modern slavery in the Group's operations and supply chains.

The Group applies a 'three lines of defence' methodology to risk management, and in relation to Modern Slavery risks, where it identifies higher levels of risk associated with a relevant supplier. Our methodology is illustrated as follows:

1 ST LINE	2 ND LINE	3 RD LINE
<p>Management controls and internal control measures</p> <p>For example, supplier due diligence conducted by the Group Procurement team</p>	<p>Internal risk management specialist support</p> <p>For example, supplier surveys conducted by the Group Procurement team or utilising 3rd party auditor</p>	<p>Independent assurance activities</p> <p>For example, independent 3rd party audits of identified higher risk suppliers</p>

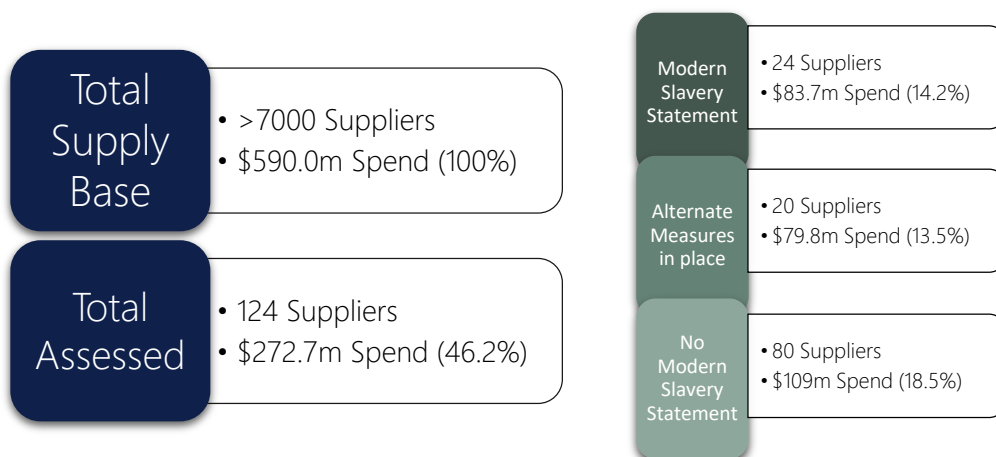
RISK MANAGEMENT AND DUE DILIGENCE

Our governance framework for managing modern slavery risks includes the following Group level policies, which are approved by the Board:

Code of Ethics & Business Conduct	Provides standards of behaviour and corporate conduct which are expected to be applied within EVENT and its operations.
Whistleblowing Protection Policy	Provides a mechanism for all current and former employees, associates, and suppliers to anonymously report unethical or illegal concerns, including in relation to modern slavery.
Procurement Policy	Outlines EVENT’s approved principles and processes for the procurement of goods and services from suppliers. Ensures the Group obtains value for money from suppliers, while also upholding ethical procurement standards.
Supplier Code of Conduct	Outlines the minimum ethical business standards that EVENT expects our suppliers and their employees & contractors to uphold in relation to compliance with laws, bribery & corruption, labour & human rights, modern slavery, health & safety, diversity & equality, and environmental sustainability.
Human Rights Policy	Communicates EVENT’s commitment to human rights issues and addressing the human rights impact of our business.

Our standard contractual terms include a requirement to comply with these policies, however, we plan to further strengthen our modern slavery governance by embedding all or portions of these policies into our contracts and supply agreements in the future.

Our survey of EVENT’s top 124 suppliers (by spend), found that 44 suppliers, comprising 27.7% (\$163.6 million) of the Group’s annual tier one supplier spend, have measures in place to begin addressing their modern slavery risks.



REPORTING AND MEASURING EFFECTIVENESS

EVENT's [Whistleblowing Protection Policy](#) provides a mechanism for the escalation of any concerns or grievances, including in relation to modern slavery. The policy is available on EVENT's website and reports may be made by employees, associates, and suppliers.

Reports received under the Group's Whistleblowing Protection Policy are reported to the Board, including the results of any investigation and actions taken in response.

During the year ended 30 June 2020, no whistleblowing reports were received which alleged or related to instances of modern slavery. Any future claims will be managed in accordance with our established governance framework to ensure suitable action is taken to address and that the proper authorities are notified.

LOOKING FORWARD

Continuous improvement is a critical part of EVENT's risk management framework. With that in mind, the Group has developed a modern slavery risk management roadmap to enhance its risk management activities in this area.

Planned activities for the year ended 30 June 2021 include:

- initiating a more rigorous supplier due diligence process, including the following to better measure the effectiveness of our modern slavery risk management framework:
 - embedding all or portions of our Group level policies into our future contracts and supply agreements;
 - surveying a larger tranche of our tier one suppliers (by spend), to better understand their modern slavery risks and control measures; and
- development of an employee training program to raise awareness of modern slavery risk across the Group.

Activities planned for future years include:

- working with key stakeholders across our industries to develop a coordinated response to modern slavery risk;
- mapping of tier one suppliers to identify modern slavery risk and consider appropriate actions in response;
- continuing to build strong, long-term relationships with key suppliers;
- an enhanced independent assurance program, including Internal Audit and external assurance, including in respect of key suppliers with an identified modern slavery risk factor; and
- development of a modern slavery effectiveness reporting framework and key performance indicators (KPIs), against which the performance of the Group can be measured and reported on.

CONSULTATION AND APPROVAL

This Statement is made pursuant to section 14 of the Australian Modern Slavery Act 2018 (Cth). It covers the reporting year ended 30 June 2020 and is a joint statement on behalf of Event Hospitality & Entertainment Limited and our named reporting entities.

In preparing this modern slavery statement, consultation was undertaken with representatives from EVENT's Group Finance, Legal, Procurement, and Risk functions who have oversight of the reporting entities and their controlled entities. The statement was circulated to the Directors of each reporting entity prior to being reviewed and approved by the Board of Event Hospitality & Entertainment Limited on 18 February 2021.



Jane Hastings, CEO
Event Hospitality & Entertainment Limited

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