



MODERN SLAVERY POLICY

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsive labour and human trafficking.

Purpose

The purpose of this Policy is to outline Village Roadshow Limited group of companies (**VRL Group's**) requirements and expectations of its suppliers in regard to Modern Slavery. The Policy also sets out the actions undertaken by VRL Group to reduce the risk of Modern Slavery in its supply chain.

Definitions

Modern Slavery as defined in the *Modern Slavery Act 2018 (Cth)* (**the Act**) means conduct which would constitute:

- (a) an offence under Division 270 or 271 of the *Criminal Code*; or
- (b) an offence under either of those Divisions if the conduct took place in Australia; or
- (c) trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, done at New York on 15 November 2000 ([2005] ATS 27); or
- (d) the worst forms of child labour, as defined in Article 3 of the ILO Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, done at Geneva on 17 June 1999 ([2007] ATS 38).

Supplier means any individual, company or entity that sells or provides a product or service to the VRL Group.

Policy

The VRL Group is committed to reducing the risk of Modern Slavery within the VRL Group and its supply chain in accordance with its obligations under the Modern Slavery Act (Cth) 2018.

The VRL Group requires all Suppliers to comply with the Act, this Policy and the VRL Group Supplier Code of Conduct available on www.villageroadshow.com.au. Suppliers are required to investigate and report to the VRL Group on the modern slavery and labour practices of its supply chains to ensure compliance with the Act.

The VRL Group is committed to implementing and maintaining effective systems and controls to ensure compliance. These include:

1. Conducting risk assessments of its supply chain to determine areas with the highest risk of Modern Slavery
2. Engaging directly with selected key Suppliers to assess the risk of modern slavery within the Supplier and its supply chain
3. Ensuring contractual agreements includes compliance with the Act.

VRL Group reserves the right to terminate any Supplier contract if there is deemed to be a breach of this Policy, the VRL Group Supplier Code of Conduct or the Act. If Modern Slavery has been identified within a Supplier this supply relationship will be terminated with immediate effect.

Continuous improvement is a major focus within VRL Group and this Policy may be amended as a result over time.



Communication and Awareness

VRL Group will provide training on the Act on an annual basis for staff who are involved in the selection and management of Suppliers.

Breaches of this Policy

The VRL Group recognises that some suppliers may have to work towards compliance with this Policy and the related VRL Group Supplier Code of Conduct. The VRL Group may work with Suppliers to achieve compliance or if compliance cannot be achieved VRL Group may terminate the trading arrangement.

Governance

The VRL Audit and Risk Committee has the overall responsibility for this Policy as well as the responsibility for ensuring VRL Group's reporting and compliance with the Act.

The VRL Group Finance Director, the General Counsel and the Head of Risk & Audit have the primary operational management responsibility for the VRL Group's compliance with this Policy.

Reporting Non-Compliance

Suppliers may report suspected violations of this Policy to the VRL Group Whistleblower hotline:

A toll-free hotline number (Australia only):

1300 30 45 50

Calls from outside Australia (reverse charges):

+61 3 9811 3275

Email:

villageroadshow@stpline.com.au