



Encore Event Technologies Pty Limited
ABN 46 006 668 702
encore-anzpac.com

ENCORE EVENT TECHNOLOGIES GROUP PTY LIMITED

Modern Slavery Statement for Financial Year 2023-2024

This Statement is made by Encore Event Technologies Group Pty Limited (the **Group**) under the Australian Modern Slavery Act 2018 (Cth) on behalf of each of the Group companies covered by this Statement. This Statement sets out the steps that each Group company has taken and are continuing to take to ensure that modern slavery is not taking place within our operations or supply chain.

Statement from Scott Nodsle, Managing Director, International

"Modern slavery is a grave violation of human rights that affects millions of people around the world. It includes practices such as forced labour, debt bondage, human trafficking, child exploitation, and forced marriage. Modern slavery can occur in any industry, sector, or country, and it poses a serious risk to our business, our supply chain, and our communities.

As a responsible and ethical company, we are committed to preventing, identifying, and addressing any form of modern slavery in our operations and supply chain. We have a zero-tolerance policy for any conduct that violates human dignity, freedom, and equality. We expect the same standards from our suppliers, contractors, partners, and stakeholders.

In this statement, we report on the actions we have taken in the financial year 2023-2024 to comply with the Australian Modern Slavery Act 2018. This statement covers our business activities, structure, and governance, as well as our policies, procedures, and due diligence processes to assess and mitigate the risk of modern slavery in our operations and supply chain. We also highlight our achievements, challenges, and future plans to improve our performance and transparency on this important issue.

We acknowledge that combating modern slavery is an ongoing and complex challenge that requires collaboration and continuous improvement. We welcome feedback and suggestions from our stakeholders and the public on how we can enhance our efforts and impact. We are proud of the progress we have made so far, but we also recognize that there is more work to be done. We are determined to uphold our values and principles and to contribute to a world where everyone can live and work with dignity and respect."

Our Structure

The following Group companies: (each a "Company" and collectively "Encore Event Technologies Group") are covered by this Statement:

ENCORE EVENT TECHNOLOGIES GROUP PTY LIMITED

Encore Event Technologies Group Pty Ltd includes operating companies in each of the Group's major markets including Australia, New Zealand, Fiji, Singapore, South Korea and Hong Kong.

Encore Event Technologies Group Pty Ltd (ABN 69 083 269 701) is an Australian proprietary company limited by shares and is the ultimate Encore Event Technologies Group Holding Company. It was incorporated in Victoria, Australia on 3 July, 1998 and its registered office is at Unit 5, 21 South Street, Rydalmere, New South Wales, Australia.

Encore Event Technologies Pty Ltd (ABN 46 006 668 702) is an Australian proprietary company limited by shares and is the Group's largest subsidiary company in Australia and was incorporated in Victoria, Australia on 21 November 1986. Its registered office is also at Unit 5, 21 South Street, Rydalmere, New South Wales, Australia.

ETF National Pty Ltd (ABN 36 107 202 595) is an Australian proprietary company limited by shares and is also a subsidiary company of the Group in Australia and was incorporated in New South Wales, Australia on 27 November 2003 and its registered office is also at Unit 5, 21 South Street, Rydalmere, New South Wales, Australia.

Exhibitions and Trade Fairs Pty Ltd (ABN 72 101 130 527) is an Australian proprietary company limited by shares and is also a subsidiary company of the Group in Australia and was incorporated in New South Wales, Australia on 26 June 2002 and its registered office is also at Unit 5, 21 South Street, Rydalmere, New South Wales, Australia.

Encore Event Technologies (Asia Pacific) Pty Limited (ABN 88 099 482 827) is an Australian proprietary company limited by shares and is a subsidiary company of Encore Event Technologies Pty Ltd in Australia and was incorporated in New South Wales, Australia on 5 February 2002 and its registered office is also at Unit 5, 21 South Street, Rydalmere, New South Wales, Australia.

Encore Event Technologies (HK) Holding Limited is a subsidiary company of Encore Event Technologies (Asia Pacific) Pty Ltd located in Hong Kong and was incorporated in Hong Kong with limited liability under Company Number 1011412 on 2 December, 2017 and its registered office is located at Units 6901 and 6903, 69th Floor, Central Plaza, No 18 Harbour Road, Wanchai, Hong Kong.

Encore Event Technologies Holding (Singapore) Pte. Ltd (Company Number 201708936N) is a subsidiary company of Encore Event Technologies (Asia Pacific) Pty Ltd, located in Singapore and was incorporated in the Republic of Singapore on 31 March, 2017 and its registered office is at 138 Joo Seng Road #02 Singapore 368361.

Encore Event Technologies (Fiji) Pte. Ltd is a subsidiary company of Encore Event Technologies (Asia Pacific) Pty Ltd with Company Number 17702 and was incorporated in Fiji on 29 June, 2005 and its registered office is at Sheraton Fiji Resort, Denarau Island, Nadi, Viti Levu.

Encore Event Technologies NZ Limited (Company Number 1188801) is a subsidiary company of Encore Event Technologies (Asia Pacific) Pty Ltd located in New Zealand and was incorporated on 11 February, 2002, and its registered office is at Flat 2, 27b Cain Road, Penrose, Auckland 1061, New Zealand.

Encore Event Technologies China Holding Limited is a subsidiary company of Encore Event

Technologies (HK) Holding Limited, located in Hong Kong with Business Registration No. 36102850 and was incorporated in Hong Kong on 5 December, 2005 and its registered office is at Units 6901 and 6903, 69th Floor, Central Plaza, No 18 Harbour Road, Wanchai, Hong Kong.

Encore Technology (Beijing) Co., Ltd is a subsidiary company of Encore Event Technologies China Holding Limited, located in China and was incorporated in China on 14 February, 2006 and its registered office is at Room 1767, 15th and 17th Floor, Building No. 3, A10 Jiuxianqiao Road, Chaoyang District, Beijing, China, 100015.

Encore Event Technologies Philippines Inc. is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte. Ltd located in the Philippines and was incorporated in the Philippines on 29 September, 2017 and its registered office is at Unit 2005-B 20th, Floor West Tower, Philippine Stock Exchange Centre, Exchange Road, Ortigas Center, Pasig City, Philippines.

Encore Event Technologies Macau Limited is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte Ltd located in Macau and was incorporated in Macau on June 26, 2017, and its registered office is at Av. Praia Grande, No.367-371, Keng Ou Building, 15th Floor, Macau.

Encore Event Technologies Hong Kong Limited is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte. Ltd located in Hong Kong with Business Registration Number 67832298 and was incorporated in Hong Kong on 8 June, 2017 and its registered office is at Suites 5801, 5804-5806, Central Plaza, 18 Harbour Road, Wanchai, Hong Kong.

Encore Event Technologies South Korea Limited is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte Ltd located in South Korea and was incorporated in South Korea on July 20, 2017 and its registered office is at 11F, 15 Teheranro82-gil, Gangnam-gu, Seoul (Daechi-dong, DI Tower Bldg).

Encore Event Technologies Singapore Pte Ltd is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte Ltd located in Singapore and was incorporated in Singapore on 31 March, 2017 and its registered office is at 138 Joo Seng Road #02 Singapore 368361.

Encore Event Technologies Malaysia SDN. BHD is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte Ltd located in Malaysia and was incorporated in Malaysia on July 18, 2017 and its registered office is at Level 1, No 6, Jalan Mutiara 1/1, Taman Mutiara Mas, 81300 Skudai, Johor, Malaysia.

Encore Technologies Taiwan Pte. Limited is a subsidiary company of Encore Event Technologies Holding (Singapore) Pte Ltd located in Taiwan and was incorporated in Taiwan on 21 September, 2017 and its registered office is at 6F., No. 378, Changchun Road, Zhongshan District, Taipei City 104, Taiwan (R,OC).

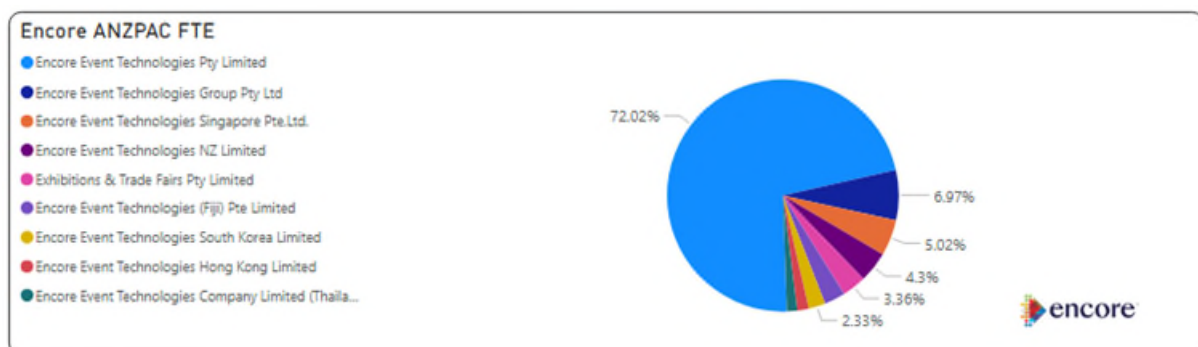
Consolidated revenue for the Group was approximately \$105.7 Million for the financial year from 1 January, 2024 to 31 December, 2024 and approximate number of employees as at the date of this Statement are 550 employees.

Operations

Encore Event Technologies Group delivers a range of integrated event services in Australia and internationally. The Group businesses operate in two regions: Australia, New Zealand and Fiji (**ANZPAC**) and Hong Kong, Singapore, South Korea and Thailand (**Asia**). The Group delivers services for events of any scale and size, from business events and annual general meetings to large-scale entertainment and sporting events and trade and consumer exhibitions. Through its successful in-house venue services model the Group delivers event and audio-visual services onsite at over 120 leading five-star hotels and convention centers in ANZPAC and Asia. Encore predominantly operates in the corporate event space providing leading staff and high-end equipment to support over 30,000 events annually such as AGM's, awards nights, conferences, roadshows and exhibitions. We are committed to sustainability through responsible business practices and partnerships aimed at reducing environmental impact. These initiatives focus on energy efficiency, waste reduction, and promoting green solutions. Encore prides itself on its expert team, which is trained to deliver high-quality event services. The commitment to staff development ensures that team members are equipped with the skills needed to excel in the industry.

Event Segment	Segment Split
Large	15%
Medium	31%
Small	54%

The Group employs approximately 550 employees (**FTE**) in 7 key markets across ANZPAC.

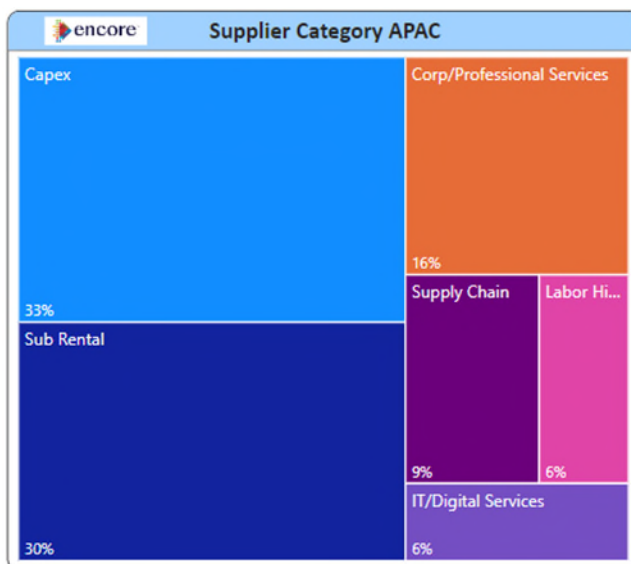


Our Supply Chains

In APAC we engage approximately 1700 external suppliers in our supply chain. Most suppliers are small and medium-sized enterprises. They predominantly comprise of equipment manufacture, distribution, rental and event related service providers that are in regional proximity to our operations. Encore Operations are based in metropolitan areas within the APAC region and are underpinned by local bases to support our venue partnerships.

When multiple factors of modern slavery are present together, the likelihood of harm rises. The Group has not discovered any cases of exploitation. However, we have noted certain areas within our operations and supply chain where concerns or possible risks may emerge.

The Group values long-term relationships in its supply chain, recognizing that lasting partnerships drive mutual success. More than 50% of supplier spending is with partners with whom we have maintained relationships for five years or more, underscoring a commitment to stability and trust. This enables the Group to work closely with suppliers on shared goals, such as quality improvement and sustainable practices including modern slavery.



Supplier Category	
Capex	33%
Sub Rental	30%
Corp/Professional Services	16%
Supply Chain	9%
Labour Hire	6%
IT/Digital Services	6%

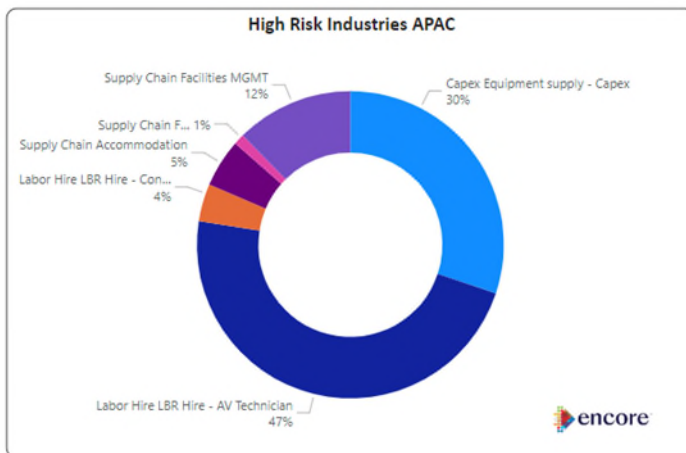
Risks of Modern Slavery in the Group's Operations and Supply Chains

We have completed a supply chain risk assessment identifying 5 key supply areas where there is potentially some level of risk for modern slavery:

1. Manufacturing (Capex)
2. Labour Hire Services
3. Facilities Management
4. Hospitality and Tourism Services
5. Overseas Operations

Modern slavery risks exist in the above industries in the Asia-Pacific region (Encore Event Technologies (Fiji) Pte. Ltd, Encore Event Technologies South Korea Limited, Encore Event Technologies Singapore Pte Ltd, Encore Event Technologies Hong Kong Limited may potentially be impacted by such risks). We also acknowledge that due to this complexity, in some cases we have limited visibility in our direct suppliers, supply chain which could result in modern slavery risks.

These areas present the greatest risk in our supply chains and are therefore our greatest priority in assessing and mitigating any potential risks.



Risk area	Supplier
Capex	108
Equipment supply - Capex	108
Labour Hire	205
LBR Hire - Consultant	14
LBR Hire - AV Technician	191
Supply Chain	68
F&B	4
Accommodation	20
Facilities MGMT	44

Understanding Risk areas in our Supply Chain

Manufacturing (CAPEX)

The Group's procurement function involves managing multiple overseas manufacturing suppliers, predominantly for the supply of event-related equipment. Overseas manufacturing is a high-risk area for modern slavery due to several interconnected factors. In many regions, particularly in developing countries, labour regulations may be weak or poorly enforced, creating conditions where exploitative practices can go unchecked. These areas often have high levels of poverty and limited employment opportunities, making workers vulnerable to accepting poor conditions or low wages, sometimes under coercion or deceptive terms.

Labour Hire

Due to the seasonality of Group operations, the business often relies on casual labour agencies and contractors to fulfil labour shortages. Labour hire often involves complex supply chains with subcontractors, making oversight difficult. Many regions lack stringent regulations for labour agencies, and where laws do exist, enforcement may be weak, allowing unethical practices to persist. Agencies often serve as intermediaries, supplying temporary or seasonal workers. This indirect employment model can reduce visibility into working conditions, allowing exploitation to go unnoticed. Vulnerable groups, such as migrants and low-skilled workers, are frequently targeted for these roles, making them susceptible to coercion and abuse.

Facilities Management

The Group has base operations in the majority of regions it operates in and engages facilities services companies to maintain these properties. Facilities management is a high-risk area for modern slavery because it often relies on outsourced, low-skilled labour for roles like cleaning, security, and maintenance. These roles are frequently filled by vulnerable populations, including migrant workers, who may face exploitation due to complex supply chains, subcontracting, and inadequate oversight. Inadequate labour rights enforcement and wage pressures create conditions where forced labour can go undetected, making it vital for companies to ensure ethical practices throughout their facilities operations.

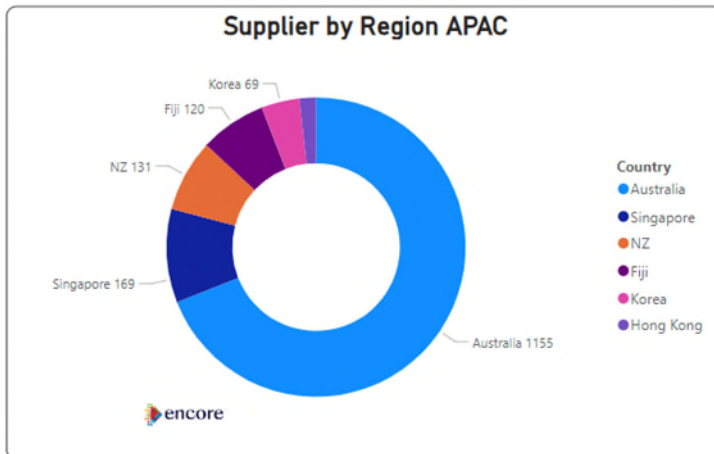
Hospitality and Tourism

Due to the nature of the Group's venue partner business model, the organization operates within the boundaries of over 150 hotels in the APAC region. Hospitality and tourism are high-risk areas for modern slavery due to factors like seasonal work, reliance on migrant labour, and fragmented supply chains. Workers in these sectors are often vulnerable to exploitation, facing low wages, poor working conditions, and limited legal protection. High turnover and outsourcing make oversight challenging, enabling forced labour, trafficking, and exploitation.

Overseas Operations

The Group operates in many overseas regions. Due to this complexity, operating outside of the Australian regulatory framework can present a higher modern slavery risk. This can be due to weaker regulatory frameworks, inconsistent labour standards, and limited oversight in certain regions. In many countries, poverty, lack of legal protection, and corruption increase vulnerability to forced labour, especially in complex supply chains.

Supply Chain Origin:

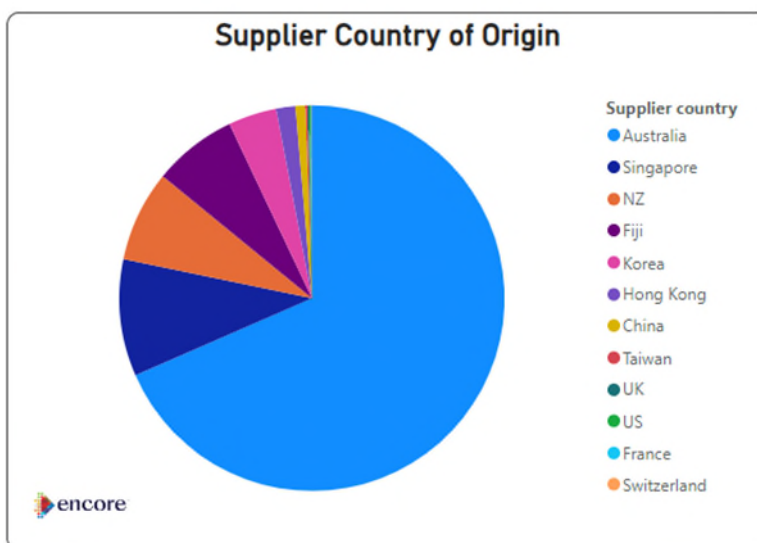


Region	Supplier
Australia	1155
Fiji	120
Hong Kong	30
Korea	69
NZ	131
Singapore	169

Australian operations (Encore Event Technologies Pty Ltd) maintain most suppliers for the Group with high-risk industries such as labour hire, manufacturing and facilities management making up 40% of the Australian supply chain.

Higher risk regions (Encore Event Technologies (Fiji) Pte. Ltd, Encore Event Technologies South Korea Limited, Encore Event Technologies Singapore Pte Ltd and Encore Event Technologies Hong Kong Limited) in the Group operations comprise 5% of high-risk industries. The Group will focus on gaining a deeper understanding of these high-risk industries and regions to expand our insight into the supply chain.

When conducting an analysis by country of origin where our suppliers operate, 26% are in high-risk regions for modern slavery (China, Singapore, Fiji and Hong Kong). Further understanding of these suppliers will be a focal point through 2025.



Origin	Suppliers
Australia	1146
Singapore	164
NZ	127
Fiji	118
Korea	68
Hong Kong	27
China	14
Taiwan	3
UK	2
US	2
Switzerland	1
France	1
New Zealand	1

Supplier approval

To ensure organisations involved in our supply chain and operations understand and are aligned with our values regarding ethical and sustainable business practices, all suppliers are pre-qualified prior to appointment and submission of purchase orders via our New Vendor set up process. Our compliance program consists of:

1. New supplier details entered in the "New Vendor" database.
2. Senior management review of new supplier details.
3. On completion of senior management review and approval, the new supplier is added to our business systems for use.
4. When the Group engages a supplier, business representatives must provide an approved Purchase Order to the supplier prior to receiving goods or services. All Purchase Orders provided by the Group contain our terms and conditions, which include clauses specific to modern slavery, as per the below:

In this Clause 41, "Modern Slavery" is as defined under the Modern Slavery Act 2018 (Cth). Each party warrants that:

(a) it will comply with all applicable laws, statutes and regulations in force from time to time which relate to Modern Slavery;

(b) it will take necessary steps to minimise Modern Slavery in its supply chains or in its sub-contractors' supply chains;

(c) it will implement and maintain appropriate due diligence procedures for its own suppliers and sub-contractors to minimise Modern Slavery in its supply chains; and

(d) it will notify the other party as soon as it becomes aware of any suspected Modern Slavery in a supply chain which has a connection with this Contract.

Our Policies

The Group has in place at a Group level and for each of our operating companies a suite of responsible business policies to ensure we conduct business in an ethical and transparent manner. These include:

1. A Procurement Policy that establishes ethical sourcing principles;
2. Robust recruitment policies, including conducting eligibility to work in country checks for all employees to safeguard against human trafficking or individuals being forced to work against their will;
3. A Whistleblowing Policy, and we provide individuals in all of our businesses with access to an independent third party whistleblower hotline where all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal; and
4. A Code of Conduct that sets out the way we behave as an organisation and how we expect our employees and suppliers to act.

Key Supplier Contracts

Our Legal Team has commenced a review of our internal precedent supplier contracts and is updating them to include relevant and appropriate modern slavery clauses providing obligations on key suppliers to ensure they comply with modern slavery legislation.

Where the Group enters into contracts prepared on third party contract terms, our practice for relevant Group companies is to endeavour to include in such contracts relevant and appropriate provisions that include obligations on third party suppliers to ensure they comply with modern slavery legislation.

Training

We provide training to Group employees as follows:

1. All employees are required to comply with our Code of Conduct and Preventing Human Trafficking training modules which set out the minimum ethical standards expected of employees, contractors and suppliers;
2. All employees must complete an online corporate induction to ensure they understand the Code of Conduct and are made aware of our policies; and
3. All employees complete annual e-learning training units which include environmental, labour and ethics policies. This has been developed to raise awareness about our approach to Responsible Business Policies.

How we assess the effectiveness of the above actions

For FY2025 we propose implementing the following key performance indicators to measure how effective our programs are to mitigate the risks of modern slavery occurring in our business:

1. Implement measures against key initiatives to track program maturity & progress;
2. Establish a Working Group to provide support managing modern slavery with reporting of deliverables to leadership; and
3. Establish a Working Group to review processes and implement initiatives.

Consultation Process

Over the last financial year, we have established a working group of stakeholders from our Legal, HR, Procurement and Marketing Teams who work for our entities Encore Event Technologies Pty Ltd and Exhibitions and Trade Fairs Pty Ltd to examine existing systems and processes we have in place to provide recommendations for improvement and collate required information to address the risks of modern slavery in the operations and supply chains of our Group companies. We have consulted with employees who work for our entities, Encore Event Technologies Pty Ltd and Exhibitions and Trade Fairs Pty Ltd. Some employees have met weekly and others monthly and quarterly and consultation has occurred via email communications and Microsoft Team Meetings in relation to this Statement.

This Statement is made pursuant to the Australian Modern Slavery Act 2018 and constitutes our anti-slavery and human trafficking statement for the current financial year.

2025 Pathway

The Group has completed its first Modern Slavery Statement, marking an essential step in our commitment to addressing and mitigating modern slavery risks. This process has provided valuable insights, deepening our understanding of areas where we can make impactful changes. As we look to 2025, the Group is committed to advancing our efforts to minimize risks, support our staff, and educate our suppliers.

Key Initiatives For 2025

- Implementing a modern slavery questionnaire for suppliers in high-risk sectors and regions;
- Review and improve our supply chain mapping and risk analysis process;
- Provide targeted modern slavery training to key departments such as Procurement, HR and regional managers;
- Educate suppliers on our Code of Conduct, fostering transparency and compliance;
- Establish feedback channels for open discussions on modern slavery risks;
- Improve supplier engagement; and
- Review policies impacted by modern slavery.

Approval for this Statement

This Statement was approved by the Board of Directors of Encore Event Technologies Group Pty Ltd on 5 June 2025.



Scott Nodsle
Director