



ARISTOCRAT

# Modern Slavery Statement 2024

Summary Document

Aristocrat Leisure Limited  
28 March 2025 (Aust)



# Modern Slavery Statement 2024 Summary



Across Aristocrat's global enterprise, we are guided by our core value of 'Good Business, Good Citizen'. We express this in many ways, including through our Anti-Modern Slavery Program.

We acknowledge that modern slavery and human trafficking are complex global challenges that present risks to all businesses – including our own.

We embrace our obligations to identify and address issues across our global business, and to achieve ongoing improvement. We believe that all workers in our operations and supply chains should be treated with respect and dignity.

Our latest annual statement outlines the progress we have made and highlights the key actions Aristocrat took across our 2024 financial year (FY24) to improve our Anti-Modern Slavery Program. This is the fifth annual Modern Slavery Statement (Statement) we are publishing under the Australian Modern Slavery Act and our second Statement published under the new Canadian Modern Slavery Act. Since 2017, we have also reported under the UK Modern Slavery Act, building a formalised, coordinated, and enterprise-wide approach to this crucial issue.

In past years, our emphasis has been on developing awareness internally and identifying and understanding modern slavery risks through employee engagement across Aristocrat's operations.

As our program has matured, in FY24 we focused our efforts on a more fulsome understanding of the risks within our broader supply chain through on-site compliance checks and supplier audits, among other initiatives. Enhanced due diligence and risk assessment processes with our suppliers is helping Aristocrat identify and mitigate risks in our supply chain and provide valuable insights to guide our future efforts and continuous improvement.



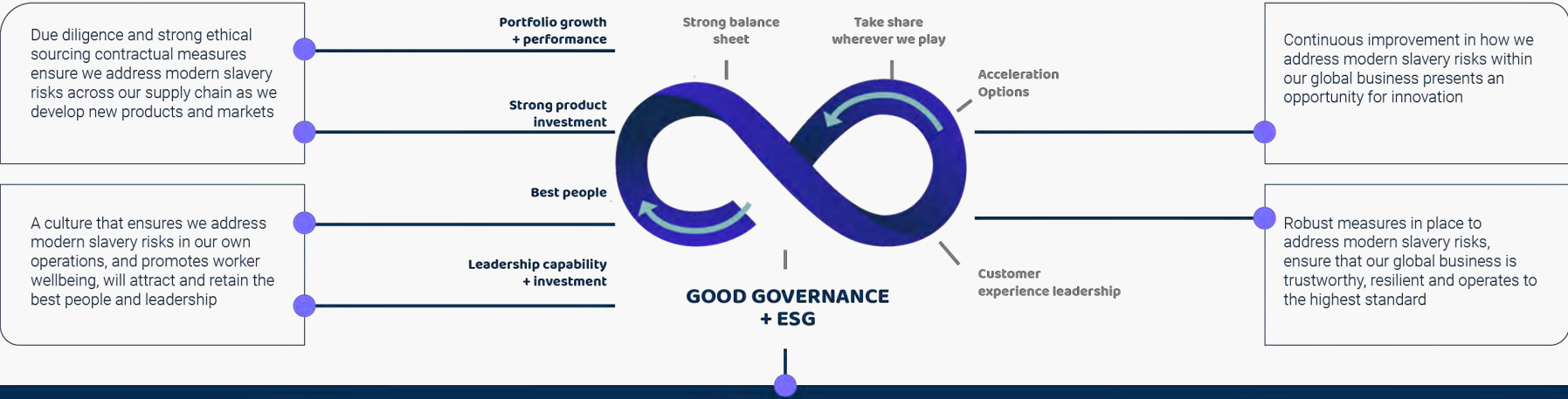
Visit [www.aristocrat.com/anti-modern-slavery](http://www.aristocrat.com/anti-modern-slavery) to read our 2024 Modern Slavery Statement

# Modern Slavery Statement 2024 Summary



Aristocrat is committed to developing, maintaining, and continually improving a robust, enterprise-wide response to modern slavery.

## Aristocrat's growth strategy is supported by our Anti-Modern Slavery Program



**Aristocrat's strategic focus on 'Good Governance + ESG'** enables our Modern Slavery Strategy & Roadmap to be focused on four key pillars, which are tailored to key stakeholder groups - **Our Employees, Our Business Leaders, Our Supply Chain** and **Our Community** and underpinned by our **legal and compliance obligations**.

**Our Employees**

**Our Business Leaders**

**Our Supply Chain**

**Our Community**

**Foundational Legal, Regulatory and Compliance Activities**

# Modern Slavery Statement 2024 Summary



## A. Potential Risks in Operations

|  |                                  |  |  |                 |  |                 |
|--|----------------------------------|--|--|-----------------|--|-----------------|
|  | <b>Working Conditions</b>        | Employment practices for direct/permanent workers are not compliant with laws in the applicable jurisdictions.   |  | Cause           |  |                 |
|  | <b>Working Conditions</b>        | Employment practices for contractors/temporary workers are not compliant with laws in the applicable jurisdictions.                                    |  | Directly Linked |  |                 |
|  | <b>Industry, Sector, Product</b> | Companies we have recently acquired or have invested in have significant modern slavery risks or engage in modern slavery practices.                   |  | Directly Linked |  |                 |
|  | <b>Geographic</b>                | Modern slavery practices are found within our operations.  |  | Cause           |  |                 |
|  | <b>Industry, Sector, Product</b> | Goods that we donate or are used for promotional products have been manufactured by or sourced from suppliers that engage in modern slavery practices. |  | Contribute      |  | Directly Linked |

## B. Potential Risks in Our Supply Chains

|  |                                  |  |  |            |  |                 |
|--|----------------------------------|--|--|------------|--|-----------------|
|  | <b>Industry, Sector, Product</b> | <b>Business Area:</b><br>Supply Chain – Direct & Indirect Forced labour and/or child labour is used in our suppliers' operations.  |  | Contribute |  | Directly Linked |
|  | <b>Geographic</b>                | <b>Business Area:</b><br>Supply Chain – Direct & Indirect Forced labour and/or child labour practices found within our suppliers' operations.  |  | Contribute |  | Directly Linked |
|  | <b>Working Conditions</b>        | <b>Business Area:</b><br>Supply Chain – Direct Employment practices for our direct suppliers' workers (permanent and/or contractors/ temporary workers) are not compliant with laws in the applicable jurisdictions. |  | Contribute |  | Directly Linked |
|  | <b>Working Conditions</b>        | <b>Business Area:</b><br>Supply Chain – Indirect Employment practices for workers hired through an indirect supplier are not compliant with laws in the applicable jurisdictions.                                    |  | Contribute |  | Directly Linked |



## Percentage of employees who have received anti-modern slavery training\*

**99%**

of Aristocrat Employees,\* including Board members

**97%**

of key P&C employees who work in recruiting

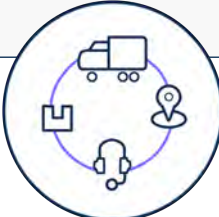
**100%**

of key supplier-facing staff within Aristocrat Gaming



**100%**

of key internal modern slavery risks are owned by senior executives



**100%**

of the group's key direct suppliers and sub-tier suppliers have signed modern slavery contractual safeguards aligned to our Supplier Code of Conduct

**4 supplier audits**

conducted on modern slavery



Partnered with third party anti-modern slavery experts to collaborate and develop a modern slavery audit methodology and assessment criteria for conducting our on-site audits and working with suppliers on collaborative improvement plans.

Held our inaugural 'ESG Day' for institutional investors, which offered a detailed exploration of our plans and progress across a range of important sustainability topics, including Anti-Modern Slavery.

\*Excluding Plarium - training has been distributed to all Plarium employees, but due to system differences we are unable to verify training completion figures



## Our Employees

- Provide supplemental modern slavery training to key staff who respond to whistleblowing complaints.
- Review and update our general modern slavery training for all employees.



## Our Business Leaders

- Implement tailored training for our GSS leaders to better equip them with tools to identify potential modern slavery risks when visiting and auditing suppliers.
- Conduct test scenarios relating to a hypothetical modern slavery allegation and gather feedback from key responsible parties.
- Work with both our M&A and P&C teams to ensure the post-acquisition Integration Playbook aligns with the modern slavery protocols that exist enterprise wide.
- Continue to work with the Indirect Sourcing team to enhance our modern slavery RFP questions to reflect additional scrutiny for high-risk indirect categories.



## Our Supply Chain

- Continue onsite audits of our suppliers in a risk-based manner and continue to work with suppliers on the monitoring and implementation of existing improvement action plans.
- Finalise and publish an updated GSS Supplier Due Diligence Process.
- Publish the next iteration of our Supplier Code of Conduct.
- Continue to map and assess the supply chain(s) for Aristocrat Interactive to identify key suppliers and potential modern slavery risks.



## Our Community

- Continue to mature our modern slavery risk audit capabilities, working with subject matter experts from the community. This includes the delivery of a robust leadership training program to conduct on site audits.
- Continue to consider how to best support organisations that align with our values.



ARISTOCRAT

Bringing joy to life through the power of play