

## Modern Slavery and Human Trafficking Policy

### Introduction

This policy sets out the Goldonder Investors AB (GIABs) position (now referred to as the 'GIAB Group') to ensure all potential modern slavery risks related to its business are assessed and steps are in place that are aimed at ensuring that there is no slavery or human trafficking in its own business and supply chains.

As a global business operating across multiple continents, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking. We aim to ensure there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our local legislative obligations such as the UK Modern Slavery Act 2015 and NSW Modern Slavery Act 2018.

### About this policy

This policy covers the activities of Goldonder and all subsidiaries within the GIAB Group:

The GIAB Group is a global entertainments organisation that owns and operates the ABBA Voyage concert and arenas. We work with a number of third-party partners, contractors and suppliers including food and beverage and merchandise operations and recognise that every entity in our supply chain has a duty to respect human rights. The purpose of this policy is to:

- a) set out our responsibilities, and of those working for or on our behalf, in observing and upholding our position on modern slavery and human trafficking; and
- b) provide information to those relevant staff working for or on our behalf on how to identify and report concerns regarding modern slavery and human trafficking.

This policy applies to all persons working for us or on our behalf in any capacity, including staff and contractors engaged at all levels.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

### Governance and Responsibility for the policy

The GIAB Group recognise that strong governance is essential for identifying and driving out modern slavery in our business and across our supply chain, and that executive-level ownership has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

## Your Responsibilities and How to Raise a Concern

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or with us. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must report any concerns about any concerns or suspicion of modern slavery in any part of our business or supply chain including of any supplier, partner and contractor at the earliest possible stage.

If you believe or suspect that a breach of this policy has occurred or may occur, you must notify your line manager as soon as possible or report it in accordance with our Whistleblowing Policy. If you are unsure about whether a particular act, or the treatment of workers and/or working conditions more generally within any of our supply chains constitutes any of the various forms of modern slavery, you must raise it with your line manager.

We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery in whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should immediately.

## Training

Training on this policy, and on the potential risks our business faces from modern slavery in its supply chains, forms part of the induction process for all those relevant staff who work for us, and regular training will be provided as necessary.

Depending on the role you have within the GIAB group, the modern slavery training may cover any of the following which may also be updated from time to time:

- Our business's purchasing practices
- The risk of slavery and human trafficking and how to identify the signs of slavery and human trafficking.
- How to report or raise a concern in relation to modern slavery

In addition to the above, we undertake certain due diligence processes when considering taking on new suppliers, as well as periodic reviews of our existing suppliers. Depending on the role you have within the GIAB group, the modern slavery training may also cover the due diligence processes you may be required to undertake.

## Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy**

We encourage any individuals working for or on our behalf, as well as our customers and business partners to report any concerns relating to suspected wrongdoing. Our whistleblowing procedure is designed to make it easy for individuals to raise concerns without fear of retaliation.

- **Employee code of conduct**

Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

- **Supplier/Procurement code of conduct**

We are committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of our supplier code of conduct will lead to the termination of the business relationship.

### Breaches of this policy

Any employee who breaches this policy will face disciplinary action which could result in dismissal for misconduct or gross misconduct. We may also terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

### Approval

This policy was approved on 25<sup>th</sup> March 2026 by our Director of Risk and Compliance and Director of Partnerships, who will review this policy annually.

**Name: Reece Heather**

**Signature:**

A handwritten signature in black ink, appearing to be 'Reece Heather', written over a horizontal line.

**Job Title: Director of Risk and Compliance**

**Name: Duncan Sanders**

**Signature:**

A handwritten signature in black ink, appearing to be 'Duncan Sanders', written over a horizontal line.

**Job Title: Director of Partnerships**