



**WARNER BROS.
AUSTRALIA**

**MODERN SLAVERY
STATEMENT
2021**

1.0 REPORTING ENTITIES

This statement is given by Warner Bros. Entertainment Australia Pty Ltd. (“WB Australia”) and Warner Bros. Feature Productions Pty Ltd. (“WB Feature Productions”) (together the “Reporting Entities”) pursuant to section 13 of the Modern Slavery Act 2018 (Cth) (the “Modern Slavery Act”), and covers the activities of WB Australia and the entities it owned or controlled, including WB Feature Productions, for the financial year ending December 31, 2021 (the “Reporting Period”).

References to the “WB Australia group of companies” and to “we,” “us” and “our” are references to WB Australia and the entities it owned or controlled during the Reporting Period, including WB Feature Productions.

References to “Warner Bros.” are references to the global Warner Bros. brand, which during the Reporting Period was part of WarnerMedia, LLC. References to “WarnerMedia” are references to WarnerMedia, LLC and its subsidiaries and affiliated companies during the Reporting Period. All references to the Reporting Entities and WarnerMedia are to their status, activities and structure during the Reporting Period.

2.0 OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

As part of the beloved Warner Bros. family of brands, WB Australia and its subsidiaries work within a large global network to bring audiences entertainment through films, television, games, merchandise and experiences.

Our work is underpinned by the conviction that our team members and partners must have freedom and support to do their jobs helping us bring stories to life. We pride ourselves on being a force for good in the communities where we work, inspiring conversations about culture and issues that matter, and we take that responsibility seriously.

Our success is driven by our continued adherence to the highest ethical standards and commitment to integrity in our business practices, without exception or compromise. We believe that everyone has the right to dignity and respect. We do not tolerate modern slavery, human trafficking, unlawful child labour or forced labour. We are continually striving to enhance and mature our ability to identify and mitigate the risk of illegal and inhumane practices in our businesses and supply chains.

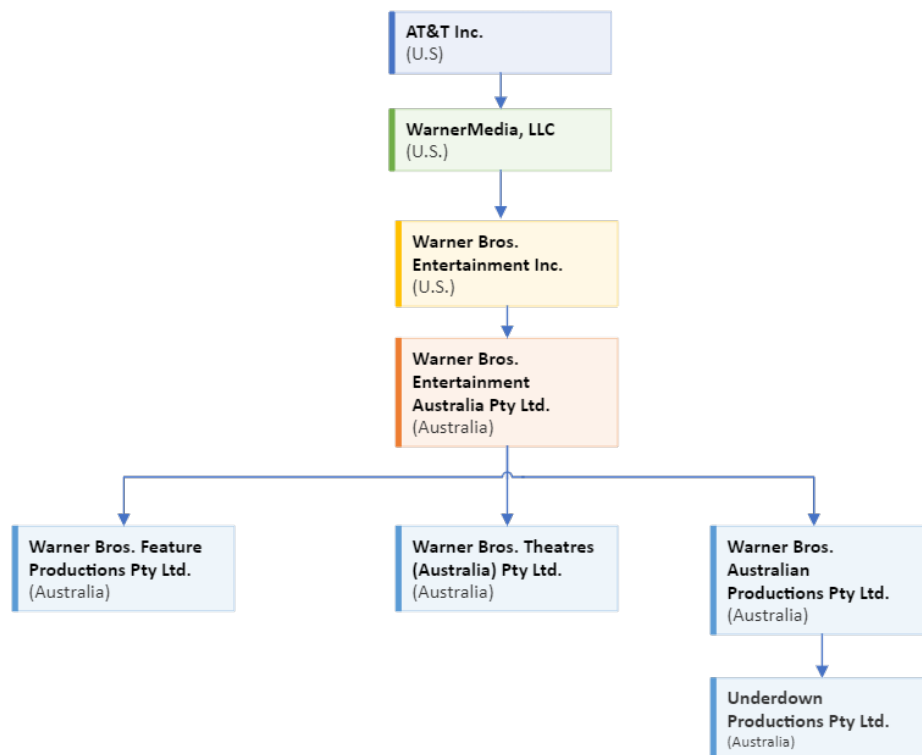
Since our 2020 statement, we have taken steps to further understand how our operations and those of our business partners may be linked to risks of modern slavery. These measures include an enhanced risk assessment and employee training and communication, as well as additional resources and guidance for our suppliers. This statement outlines those actions and defines our plans to continue evolving our efforts in this critical area.

2.1 OUR STRUCTURE

During the Reporting Period, WB Australia was a subsidiary of WarnerMedia, a U.S.-based entertainment company with a powerful portfolio of iconic entertainment, news and sports brands, including Warner Bros., CNN and HBO. Until April 2022, WarnerMedia was a wholly owned subsidiary of AT&T Inc., a U.S.-based telecommunications company with a presence in Australia.¹

The WB Australia group of companies² consists of WB Australia and its wholly owned and controlled subsidiaries: WB Feature Productions, Underdown Productions Pty Ltd. (“Underdown Productions”), Warner Bros. Australian Productions Pty Ltd. and Warner Bros. Theatres (Australia) Pty Ltd.

During the Reporting Period, WB Australia, WB Feature Productions and Underdown Productions were active in Australia, while Warner Bros. Australian Productions Pty Ltd. and Warner Bros. Theatres (Australia) Pty Ltd. undertook virtually no commercial activity and did not generate revenue.



¹ In April 2022, WarnerMedia was spun off from AT&T Inc. and combined with U.S.-based media company Discovery Inc. to form Warner Bros. Discovery, Inc. As of the time of this statement, Warner Bros. Australia and the entities it owns or controls, including WB Feature Productions, are part of the Warner Bros. Discovery, Inc. corporate structure.

² This organisational chart is simplified for purposes of demonstrating the control relationship between AT&T Inc., WarnerMedia, LLC and the WB Australia group of companies during the Reporting Period.

2.2 OUR OPERATIONS AND SUPPLY CHAINS

WB Australia and its subsidiaries operate in Australia and are headquartered in New South Wales, with a registered office located at 116 Military Road, Neutral Bay.

WB Australia is primarily engaged in television distribution and licensing and consumer product licensing in Australia. During the Reporting Period, WB Australia had a permanent workforce of 28 people, consisting of 20 employees identifying as female and eight identifying as male. This population was mainly office-based, focused on sales and marketing activities related to our television distribution and licensing and consumer product licensing businesses, with support from a small number of financial and administrative personnel. Of WB Australia's permanent workforce, 25 employees were full-time and three were part-time. WB Australia did not engage third party workers during the Reporting Period.

KEY BUSINESS	MAIN OPERATIONS	SUPPLY CHAINS
TELEVISION DISTRIBUTION AND LICENSING	WB Australia distributes and licenses Warner Bros., HBO, HBO Max and Turner programming to various outlets, including free television, pay television, free video-on-demand and subscription video-on-demand services in Australia. Distributed or licensed content includes feature films, animated programming and made-for-television programming.	<p>During the Reporting Period, WB Australia sourced from approximately 100 goods and services vendors, nearly all of which were based in Australia. WB Australia's operational supply base was made up largely of office consumables, technology (hardware and software), marketing materials, event services, professional services and facilities services providers.</p> <p>The programming distributed or licensed through WB Australia's content distribution business was typically produced by related WarnerMedia entities, usually in highly regulated locations, like the U.S., Canada or Europe, with materials and services supply chains subject to WarnerMedia policies and sourcing standards. Alternatively, this content may have been acquired from other studios, typically located in the U.S. or U.K.</p>
CONSUMER PRODUCT LICENSING	WB Australia's consumer product licensing business extends a powerful portfolio of entertainment brands and franchises into the lives of fans. WB Australia licenses company-owned intellectual property to best-in-class licensees ("Consumer Product Licensees") that produce an array of products, promotions, experiences and publishing based on beloved characters from DC Comics, Wizarding World, Looney Tunes, Cartoon Network and more.	WB Australia's Consumer Product Licensees produce a range of goods, including some, like toys and apparel, which are typically recognized as having a higher risk of modern slavery activities. For the Reporting Period, WB Australia contracted with around 50 Consumer Product Licensees located in Australia, New Zealand, the U.S. and the U.K. These licensees then engaged with their own sub-contractors around the world to leverage the company's intellectual property in the manufacture and production of goods and experiences.

WB Feature Productions and Underdown Productions engage in feature film production activity, which results in a supply chain distinct from WB Australia's. During the Reporting Period, Underdown Productions was engaged on one feature film production; WB Feature Productions was engaged on two feature film productions and a number of visual effects projects. These entities' production services are engaged by a U.S.-based Warner Bros. entity.

WB Feature Productions and Underdown Productions do not maintain a permanent workforce. Instead, production workforces are typically engaged by project and consist of trained labour and skilled craftspeople covered by awards and/or collective bargaining agreements. For example, the feature film project undertaken by Underdown Productions during the Reporting Period required a workforce of 417 crew members, performers, and extras. All 417 workers, including 28 casual workers, were protected under the Broadcasting and Recorded Entertainment Award, which establishes minimum terms and conditions of employment for these personnel.

KEY BUSINESS	MAIN OPERATIONS	SUPPLY CHAINS
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FEATURE FILM PRODUCTION

WB Feature Productions and Underdown Productions engage in feature film production. A typical production involves a variety of activities, including but not limited to: hiring cast and crew; finding and managing locations; developing the visual conception of the film; wardrobe rental, design and alterations; hair and makeup services; constructing, dressing and lighting sets; filming; special and visual effects creation; and editing. Some filming takes place on soundstages, while other scenes are filmed on location, typically in Australia or in other highly industrialized locations. In most cases, production operations and finances are overseen by a centralized Warner Bros. team in the U.S. or the U.K.

Suppliers active on specific feature film production projects typically include equipment rentals and highly specialized services like special effects, editing and wardrobe, in addition to catering, transportation and facilities services. On a feature film project undertaken by WB Feature Productions during the Reporting Period, around 400 suppliers – nearly all of which were based in Australia – provided goods and services to the production. In addition to the categories of suppliers mentioned above, vendors engaged on this project included travel management, sound and music mixing, and COVID-related service providers.

3.0 RISK OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAINS

3.1 RISK IN OUR OPERATIONS

We are committed to creating a work environment where each employee is treated fairly and with respect and given an opportunity to succeed. Our permanent workforce consists of employees performing professional and skilled administrative roles, generally in an office environment. Our employment policies and procedures are designed to ensure that staff are remunerated fairly and are working of their own free will, with the right to work in the territory in which they are employed. We maintain processes for reporting and resolving personnel concerns.

Our film production workforce is engaged on a project basis and covered by awards and/or collective bargaining agreements, as well as strict industry and company standards for pay, fair treatment, health, privacy and safety. Our productions typically take place in Australia, where robust labour protections apply.

Although our productions may employ child actors from time to time, we do so only with parental consent and through talent agencies, management companies, or other industry representatives, ensuring that the correct remuneration is paid and conditions are appropriate to the work involved and the child's age. We are fully aware of the regulatory requirements for working with children and we are committed to complying with applicable requirements where it is necessary to engage children for such work.

As described in this statement, the location and nature of WB Australia's business and that of its subsidiaries mean that the risk of modern slavery practices in our operations is low.

3.2 RISK IN OUR SUPPLY CHAINS AND THE SUPPLY CHAINS OF OUR CONSUMER PRODUCT LICENSEES

WB Australia strives to be a responsible corporate citizen in the communities in which we, and our suppliers, do business. Accordingly, we aim to work with goods and services suppliers that share our values and high standards.

A review of our whistleblowing and grievance mechanisms did not reveal allegations, concerns, or instances of modern slavery in our operations or supply chains during the Reporting Period. Still, like most large companies with complex supply chains, we understand there is a risk that our sourcing activities may be linked to modern slavery – for example, when directly sourcing materials like paper products, textiles and technology hardware, or when engaging other services, like cleaning and security, that are known to have a higher inherent modern slavery risk.

We are aware of inherent risks in other areas of our business, as well. In our consumer products licensing business, we are in part reliant on our Consumer Product Licensees' ability to identify and mitigate the risk of modern slavery in their supply chains. We may occasionally film feature productions on location in jurisdictions with a higher risk of modern slavery, which may increase the inherent risk associated with suppliers domiciled in these jurisdictions. We are aware that our suppliers, as well as our Consumer Product Licensees, have complex supply chains of their own that involve entities with which we do not have a direct contractual relationship.

To better understand these risks during the Reporting Period and to build upon a process we began in 2020, we assessed our suppliers' efforts to identify and combat modern slavery within their own supply chains. Although in 2020 this review was confined to WB Australia's direct suppliers, we expanded our 2021 scope to include feature film production suppliers and Consumer Product Licensees. A sample of goods and services suppliers, production vendors, and Consumer Product Licensees was selected using the following risk criteria, which were drawn from various non-profit and international organisation publications, including Walk Free's 2018 Global Slavery Index:



GEOGRAPHIC LOCATION

Supplier based or operating in a country identified as being at higher risk for modern slavery practices due to varying levels of human rights and labour protections



DIRECT SPEND

Supplier market reach and our annual direct spend with supplier



KNOWN INDUSTRY RISKS

Supplier providing products or services known to have a higher inherent modern slavery risk

Selected vendors and Consumer Product Licensees received a questionnaire regarding the vendor's operations, workforce, policies, processes, suppliers and subcontractors. Through this process, we confirmed that there is some risk inherent in our tier two through five supply chains, particularly as it relates to our Consumer Product Licensees' global manufacturing systems, given the types of goods and services involved and the sourcing locations. However, we also learned that a great majority of the surveyed suppliers and Consumer Product Licensees reported having human rights policies and commitments in place, along with controls, like audits, supplier due diligence programs, and other resources dedicated to the issue of modern slavery.

While we recognise that all entities are exposed to some degree of risk in their supply chains, our risk assessment did not identify specific operations and/or actions by the WB Australia group of companies and its supply chains that may cause, contribute to, facilitate or incentivise modern slavery. We are committed to continually monitoring these risk factors as they relate to our new and existing goods and services suppliers, production vendors, and Consumer Product Licensees.

4.0 ACTIONS TO ADDRESS THE RISK OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

We strive to foster a business environment where fair, honest and respectful dealings with each other, our customers, competitors, suppliers and communities are everyone's responsibility. Our unwavering commitment to high ethical standards of business conduct is a core value that is strongly supported at every level of management. WarnerMedia and the WB Australia group of companies continued to evolve our approach to identifying and mitigating the risk of modern slavery in our supply chains during the Reporting Period.

Throughout the Reporting Period, WarnerMedia's Standards of Business Conduct (the "SBC") embodied these commitments and served as a guide to how we should conduct ourselves and our business. As shared in our 2020 statement and discussed in more detail below, additional policies, tools and resources in place during the Reporting Period supported the way we worked and reflected our commitment to operating according to the highest standards of ethics and integrity.

4.1 NEW ACTIONS TAKEN DURING THE REPORTING PERIOD

In conducting our annual modern slavery survey of suppliers, we expanded the scope of the survey beyond goods and services suppliers for the first time to include production vendors and Consumer Product Licensees. This broadened scope significantly increased the data available to us and enhanced our understanding of modern slavery risk beyond the level of tier one suppliers.

WB Australia also reaffirmed to our employees our commitment to ethical sourcing and mitigating the risk of modern slavery in our operations and supply chains. All WB Australia employees received a communication from WarnerMedia leadership reinforcing these values and urging employees to be aware of and report any concerns.

More broadly, WarnerMedia sought new opportunities during the Reporting Period to make suppliers aware of our position on ethical sourcing. With the publication of the Summary SBC for Business Partners (the "Summary SBC"), we clearly defined our expectations for workplace behaviour by employees and third parties alike, including standards prohibiting unethical, illegal or violent conduct. WarnerMedia implemented a process whereby the Summary SBC is provided at the time of vendor onboarding to certain suppliers, depending on the nature of the engagement. Additionally, WarnerMedia worked to expand, through a risk-based approach, the scope of third-party agreements that directly and explicitly incorporate the Ethical Sourcing Guidelines (described in more detail below).

4.2 STANDARDS OF BUSINESS CONDUCT

During the Reporting Period, WarnerMedia's SBC applied globally throughout the enterprise, including to WB Australia and its owned and controlled entities. The SBC strictly requires that all employees be treated fairly with respect and dignity and encourages employees to report any misconduct or unethical behaviour.

Throughout the Reporting Period, WarnerMedia and its businesses provided multiple means of reporting concerns, including a Help Line monitored 24 hours a day, seven days a week, which enabled anonymous reporting and reporting by third parties, where permitted by local law. These various reporting channels are described in the SBC and were accessible to employees and business partners during the Reporting Period through WarnerMedia's corporate website.

We encourage anyone with concerns about potential ethical, legal, regulatory or human rights violations to report them. All allegations are investigated and addressed.

We strictly prohibit retaliation against any employee who raises a question, reports known or suspected misconduct or seeks advice in compliance with our whistleblower policy. We take claims of retaliation seriously. Anyone engaging in retaliation may be subject to disciplinary action, which may include termination of employment.

As part of WarnerMedia's employee onboarding program in place during the Reporting Period, and on a regular cadence throughout his or her period of employment, each WarnerMedia employee received training and communications regarding the SBC and the requirements those standards define with respect to workplace behaviour. As a result of these efforts, all WarnerMedia employees globally received SBC training during the Reporting Period.

4.3 ETHICAL SOURCING GUIDELINES

During the Reporting Period, WarnerMedia's Ethical Sourcing Guidelines (the "Guidelines") applied to vendors from whom we purchase directly and to whom we license our images, brands and characters. The Guidelines are based on the International Labour Organization's Core Labour Conventions and expressly prohibit involuntary labour, child labour and discrimination on the part of WarnerMedia's vendors and licensees.

WB Australia requires that all Consumer Product Licensees contractually agree to the Guidelines and commit to requiring that their own manufacturers, suppliers and subcontractors agree to the Guidelines or their equivalent industry standards. We reserve the right to terminate our relationship with any Consumer Product Licensee found to have failed in its commitments under the Guidelines. We may similarly terminate any procurement relationship with a goods or services supplier found to have fallen short of the expectations defined in the Guidelines.

4.4 ADDITIONAL POLICIES

During the Reporting Period, the WB Australia group of companies was subject to AT&T Inc.'s Human Rights Policy, which codified the company's prohibition against the employment of forced, slave, prison and illegal child labour and its commitment to engage suppliers on sustainability issues, including human rights, through credible third-party assessment tools.

WB Australia also maintains an Equal Employment Opportunity, Anti-Discrimination, Harassment & Bullying Policy which applies to all employees of the WB Australia group of companies, including those engaged on a project basis through WB Feature Productions or Underdown Productions. In addition to prohibitions on discrimination, unfair labour practices and harassment within our own workforce, this policy also requires that our employees, contractors, customers, and suppliers refrain from subjecting third parties' employees to improper or discriminatory conduct, harassment or bullying.

4.5 DUE DILIGENCE

During the Reporting Period, WB Australia, with the support of WarnerMedia's corporate Legal, Compliance and Finance functions, conducted due diligence on all new Consumer Product Licensees and content distributors and licensees, and performed continuous monitoring on these parties using a third-party tool that (i) scans global media outlets for negative press involving the entity or its owners and principals, including human rights and labour issues; (ii) analyses civil and criminal enforcement actions or private litigation involving the entity and its owners or principals; (iii) reviews the entity name and ownership structure against multiple economic sanctions regimes; and (iv) identifies connections between governments and the entity, its owners or principals.

Similar diligence and continuous monitoring procedures were performed on WB Australia suppliers, both at the time of engagement and upon processing payment from our Accounts Payable systems.

4.6 INDUSTRY COLLABORATION

We believe in the value of collaborating and sharing information to improve ethical sourcing efforts across the globe. During the Reporting Period, WarnerMedia was a member of various international industry working groups, including the International Licensing Industry Merchandisers Association and the Toy Industry Association, as well as global anti-corruption business association TRACE International.

In recent years, WarnerMedia, through its CNN brand, was a regular collaborator with Australian anti-trafficking organizations A21 and Walk Free. CNN also hosts the annual global #MyFreedomDay youth engagement initiative, part of the CNN Freedom Project, established in 2011 and dedicated to raising awareness of modern slavery and promoting the work of anti-trafficking organizations around the world.

5.0 ASSESSMENT OF THE EFFECTIVENESS OF OUR ACTIONS

WB Australia and its subsidiaries remain dedicated to identifying and addressing the risk of modern slavery throughout our operations and supply chains. This statement outlines the steps WB Australia and its subsidiaries have taken to identify and mitigate modern slavery risks during the Reporting Period. We continue to develop our approach as we mature and improve our ethical sourcing capabilities.

5.1 ASSESSMENT OF OUR 2021 ACTIVITIES

In our 2020 statement, we outlined the below actions for enhancing our ability to detect and mitigate the risk of modern slavery in our operations and supply chains. We completed each of these activities during the Reporting Period and have incorporated them on an ongoing basis into our 2022 plans.

- We will seek to further assess and understand modern slavery risks in our supply chains by expanding the scope of the supplier survey conducted during the Reporting Period.
- We will continue working to incorporate an express obligation to comply with our Ethical Sourcing Guidelines into the standard terms and conditions of new and existing WB Australia supplier agreements.
- We will review our progress against our modern slavery risk mitigation plans at least annually and provide an update to the WB Australia Board on our progress in addressing inherent or actual modern slavery risks in our business.
- We will also review our grievance mechanisms, including any whistleblower reports, at least annually to identify whether any of the reports reflect modern slavery incidents or risks.

5.2 OUR PLANS FOR 2022

We will seek to further assess and understand modern slavery risks in our supply chains by conducting an annual risk assessment, incorporating new data points and expanding the scope of the exercise, as appropriate.

We will continue using tools, like our Ethical Sourcing Guidelines and Summary SBC for Business Partners, to educate our new and existing suppliers on our ethical supply chain expectations.

We will continue informing our employees about modern slavery risks and encouraging them to report concerns without fear of retaliation.

We will review our progress against the risk mitigation plans defined in this statement at least annually and provide an update to the WB Australia Board on our progress in addressing inherent or actual modern slavery risks in our business.

We will also review our grievance mechanisms, including any whistleblower reports and supplier feedback, at least once a year to identify whether any of the reports reflect modern slavery incidents or risks. We will incorporate these findings into our effectiveness assessments in the future.

6.0 CONSULTATION AND APPROVAL

After consultation among the shared Board of Directors and leadership of the Reporting Entities and each of their owned and controlled entities, this statement was reviewed and approved by each of the Board of Directors of Warner Bros. Entertainment Australia Pty Ltd. and Warner Bros. Feature Productions Pty Ltd. on the 15th of June 2022.

Signed,

A handwritten signature in blue ink, consisting of a large, sweeping loop on the left side that curves upwards and then downwards to the right, ending in a small hook. A single dot is placed above the right side of the signature.

Bryan Davis

In his capacity as Director of both Warner Bros. Entertainment Australia Pty Ltd. and Warner Bros. Feature Productions Pty Ltd.

ANNEXURE

MANDATORY REPORTING CRITERIA

The Reporting Entity	Page 02
Description of the Reporting Entity's structure, operations and supply chains	Page 03
Description of the risks of modern slavery practices in our operations and supply chains	Page 07
Description of the actions taken to assess and address the risks	Page 09
Assessment of the effectiveness of our actions	Page 12
Consultation	Page 13