



MODERN SLAVERY STATEMENT

Under the Modern Slavery Act 2018 (Cth)

This Modern Slavery Statement has been prepared by WPP AUNZ Pty Ltd (ACN 001 657 370) of Level 16, 65 Berry Street, North Sydney, NSW, 2060 (**WPP AUNZ**), in fulfilment of its and its subsidiaries' obligations under the Modern Slavery Act 2018 (Cth).

This statement covers the following reporting period: the calendar year ending 31 December 2022. It describes our commitment and steps taken to mitigate modern slavery in our business operations and supply chain.

This statement was approved by the board of WPP AUNZ on 29/06/2023 .

RBHerceg

Rosemary Herceg

WPP President

Australia & New Zealand

Part One: Business Overview: Structure, Operations and Supply Chains

Introduction and Executive Summary

1. WPP AUNZ is a creative transformation company. We use the power of creativity to build better futures for our people, planet, clients, and communities through an integrated offer of communications, experience, commerce, and technology. We offer capabilities in advertising, branding and identity, content, media investment, public relations and public affairs, and healthcare.
2. WPP in Australia and New Zealand is a wholly owned, indirect subsidiary of WPP plc (**WPP**). WPP plc is a reporting entity under the Modern Slavery Act 2015 (UK) (the **UK Act**). WPP plc's Modern Slavery Statement, which covers the obligations of WPP plc and its subsidiaries (together the **WPP Group**) under the UK Act can be found [here](#).
3. This is our third Modern Slavery Statement for Australia and New Zealand, lodged pursuant to the Modern Slavery Act 2018 (Cth) (**the Act**). This Statement addresses the Act's mandatory reporting criteria, including our continued identification of modern slavery risks in our operations and supply chains and actions we've undertaken to address and mitigate these risks.
4. Respect for human rights is a fundamental principle for the WPP Group and we do not tolerate any form of modern slavery or human trafficking in any part of our business. As a member of the United Nations Global Compact, we remain committed to embedding its ten principles for human rights, labour, environment and anti-corruption in our business and report progress against its 10 principles annually.
5. We know that modern slavery exists in almost every country in the world. An estimated 28 million people were in forced labour in 2021, according to the latest Global Estimates of Modern Slavery. Around the world, modern slavery risk (both forced labour and forced marriage) has increased over the last five years as armed conflict, climate change and the Covid-19 pandemic have disrupted education and employment and driven a rise in forced migration and extreme poverty.
6. We recognise the important role that our business must play in combatting exploitative labour practices from our operations and supply chain.
7. We recognise that the work we do for our clients has the power to shift perception and change behaviour at scale.
8. We support our clients to create brands with purpose and to integrate sustainability into their strategies, communications, and marketing as they focus on translating targets into tangible change.
9. We also recognise that our sphere of influence gives us a unique opportunity to support and acknowledge our local communities. An example of this in 2022, we joined other corporate organisations in Australia in working towards reconciliation through the development of our first [WPP 'Reflect' Reconciliation Action Plan](#) (RAP), which outlines our total commitment towards a more diverse, equitable and

inclusive future - with reconciliation at the heart of our ambitions. The plan, which has been formally endorsed by Reconciliation Australia, pays respect to the rich culture of Aboriginal and Torres Strait Islander peoples. It enables us to deepen our understanding of our sphere of influence and the unique contribution we can make to lead progress across the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. In 2023, we are developing the next stage of the WPP Reconciliation Plan.

10. You can find out more information about our business [here](#).

Our Structure

11. The mandatory reporting entity under the Act is WPP AUNZ. The complete list of WPP AUNZ 's owned and controlled entities is set out at Appendix 1 to this Statement.
12. During the reporting period, we also sold the business and assets of one of our subsidiaries that had operations in Australia, Indonesia, Malaysia, Philippines, Singapore, Thailand, and Vietnam. Reducing both our physical presence as well as our supplier base in these locations has decreased our overall risk profile for the current reporting period.

Our Operations

13. WPP have offices in most major cities in Australia and New Zealand, as well as in various other countries, as noted below. We continue to operate using our established campus system, which is an operating model and structure that encourages extensive collaboration between various co-located brands.
14. The approximate breakdown of employees and offices for the 2022 reporting period were as follows:
- **Australia:** 10 offices, 6 campuses and 2,728 employees
 - **New Zealand:** 2 offices, 2 campuses and 350 employees
 - **Indonesia:** 3 offices and 217 employees
 - **Singapore:** 2 offices and 119 employees
 - **Malaysia:** 2 offices and 108 employees
 - **Vietnam:** 1 office and 28 employees
 - **Philippines:** 4 employees, located at the office of a WPP Group company
 - **Thailand:** 1 employee, located at the office of a WPP Group company
 - **Canada:** 46 employees, located at the office of a WPP Group company
 - **United Kingdom:** 41 employees, located at the office of a WPP Group company
 - **Germany:** 9 employees, located at the office of a WPP Group company
 - **Brazil:** 7 employees, located at the office of a WPP Group company
 - **China:** 2 employees, located at the office of a WPP Group company
 - **USA:** 6 employees, located at the office of a WPP Group company

Our workforce also includes independent contractors which are sourced from employment platforms and recruitment agencies.

As part of the global structure, some management, IT, procurement, and other support services are provided by the WPP Group outside of Australia.

Our Supply Chain

15. WPP are committed to creating a sustainable, ethical, and diverse network of business-enabling suppliers.
16. We have a broad range of suppliers supporting our day-to-day operations as a professional services provider. Goods and services are sourced from both Australia and overseas.
17. Our major expense categories have not changed since our first reporting period and include suppliers that fall into two main categories: Indirect; those providing goods and services used to run our companies such as professional services, premises, Information Technology (software and hardware), travel and accommodation, facilities management, human resources and staffing services and those used in client work: Direct; such as advertising and marketing services, production and media.
18. Our significant suppliers fall within the following industry categories:
 - media monitoring and market research services;
 - business and management consultants /services;
 - computer and technological products and services;
 - office equipment, stationary and catering;
 - building and office maintenance services;
 - subscription services; and
 - insurance and investment in technology services.
19. During the 2022 reporting period, we engaged over 5,300 suppliers and contractors, with 92% of those suppliers and contractors based in Australia or New Zealand. The remaining 8% of suppliers are in diverse geographies including: Canada, China, Finland, France, Germany, Hong Kong, India, Ireland, Italy, Japan, Malaysia, Papua New Guinea, Romania, Singapore, South Africa, Spain, Switzerland, Thailand, United Kingdom, USA, and Vietnam.

Part Two: Assessing Risks of Modern Slavery Practices

Operational Risk

1. As skilled professionals within the advertising, marketing, and communications services sector, WPP have in relative terms, a very low operational modern slavery risk profile. Like many organisations in our industry, the risk of modern slavery in our operations lies within the deeper tiers of our supply chain with suppliers with whom we don't have a direct contractual relationship.
2. Our business operations reside in 36 physical office locations with potential modern slavery exposure, in the local context, including the provision of office cleaning, security, and facilities management services to our local business operations.

Supply Chain Risk

3. The WPP Group continually assesses supply chain risk based on country, industry sector, categories of goods and services, and individual suppliers. This is combined with a pre-engagement supplier due diligence questionnaire covering governance, compliance, sustainability, human rights, and labour standards. Within the category assessment, we consider several high-risk factors linked to human capital, especially the recruitment and employment of low-skilled labour, migrant labour, and contractors. The WPP Group note that according to the 2022 Global Estimates of Modern Slavery, the service sector (including transport and hospitality) accounted for the largest share of total adult forced labour exploitation – almost one third of the total.¹
4. The WPP Group began an extensive global procurement transformation programme in 2020 to enhance and improve our procurement ecosystem and infrastructure and as a result, optimise how we buy. In the latter part of 2022, this included the formation of a Responsible Procurement team. The WPP Group has concluded the roll out of a modern spend analytics tool across the majority of WPP markets and will continue to standardise and enhance numerous other processes and systems, including those around supply risk management, procurement policy compliance, contract lifecycle management (CLM) and supplier onboarding and supplier relationship management (SRM). The multi-year programme will ultimately facilitate full life-cycle mapping and traceability across the WPP Group's Tier 1 supplier network. The transformation programme is being led by the WPP Group's Chief Financial Officer and Chief Procurement Officer, and with the support from WPP's Global Sustainability team will implement new controls and processes that are critical to a robust and responsible sourcing programme, while also providing support through policy updates and training.
5. In 2023, the WPP Group will commence the human rights due diligence exercise. The results will provide further visibility and transparency within our Tier 1 suppliers and help us further refine our risk assessment methodology.
6. WPP AUNZ had previously identified direct suppliers in two industry categories operating within the professional services sector. More specifically, in Thailand, these suppliers were primarily professional consulting firms, and in Malaysia, primarily consulting firms, Malaysian based subsidiaries of global technology entities, and communications and advertising firms. The operational requirements for these suppliers typically include the procurement of office space, catering, and office supplies that may have an inherent higher risk and greater exposure to modern slavery practices because of their geographical location.
7. Most of our major suppliers, both domestic and foreign, are global organisations with sophisticated modern slavery programs embedded in their operations and supply chain.
8. WPP AUNZ had previously identified that businesses like ours, with a relatively high dependence upon computers and other hardware, may have embedded in their supply chains a reliance upon certain high-risk products, particularly electronics/computer hardware inputs. Such products are commonly imported from established hot spots for modern slavery, such as Malaysia and China.

¹ Global Estimates of Modern Slavery, ILO, Walk Free and IOM, 2022

9. We confirm that we have not received any reports of actual or suspected cases of modern slavery in our supply chain during the reporting period.

Reporting Risks in our Operations or our Supply Chains

10. As noted above, we have not received any reports of actual or suspected instances of modern slavery in our operations during the reporting period.
11. Our people can report concerns or suspected cases of misconduct confidentially (and, if they wish, anonymously) through our independently managed Right to Speak facility, which is overseen by WPP plc's Group Chief Counsel and General Counsel, Corporate Risk and is available via phone or email in local languages. We publicise the facility in induction packs, on our intranet and external website, in offices, in the WPP Policy Book and via our mandatory ethics training.
12. Our people can also speak directly to WPP's Business Integrity team which works across all WPP companies including in Australia and New Zealand and who receive a number of reports through emails, calls, texts and in-person appointments.
13. All whistleblower reports received by WPP plc's Group Chief Counsel and General Counsel, Corporate Risk, which includes all Right to Speak reports from WPP in Australia and New Zealand, are handled in line with WPP's Whistleblowing and Investigations Protocols. These are logged, investigated, and tracked through to a conclusion including any remediation or follow-up actions that might be required.
14. Reports are also analysed for risk impact and root causes. Learnings generated from this analysis are converted into recommendations including for training sessions, workshops, and practical resources by WPP's Business Integrity team and implemented together with the support and input of WPP's Risk Committees, including the WPP Australia and New Zealand Risk Committee. Recommended remediation can include disciplinary action, changes to systems, controls and processes or wider review and monitoring for a particular period. The nature of each report, action taken, and outcome is reported to WPP plc's Audit Committee, and the approach and process are reviewed by WPP plc's auditors.
15. WPP is committed to providing a safe and confidential way for people with genuine concerns to raise them, and to do so without fear of reprisals. WPP does not tolerate any retaliatory behaviour against individuals reporting concerns and are equally committed to preserving the anonymity of an individual who makes a report and does not wish to have their identity revealed.
16. The consequences of misconduct or retaliation range from individual performance management, training for a business or an office and one-on-one training or coaching for an individual through to staff relocation and staff dismissal.
17. In 2022, WPP plc received a total of 372 reports from whistleblowers. All reports, including from WPP companies in Australia and New Zealand were followed up, investigated, and reported to the Audit Committee. None of these reports was linked to concerns of human

rights or modern slavery. The most raised concerns were about respect in the workplace and protection of WPP's assets.

Part Three: Actions to Address Risks

1. Our First and Second Statements outlined planned due diligence actions to continually improve our approach to addressing modern slavery issues during this reporting period. These planned actions included:
 - a focus on individual supplier-based due diligence;
 - increasing the number of our suppliers that are subject to contractual provisions specifically addressing modern slavery issues; and
 - expanding internal awareness through modern slavery training during new employee induction and increasing existing employee participation.

Supplier Engagement

2. To obtain greater supply chain visibility in relation to our overall supply chains, during the 2021 and 2022 reporting periods, with the assistance of a 3rd party supplier, we issued self-assessment questionnaires to a select portfolio of Tier 1 suppliers. The questionnaires were developed to provide greater insight into the practices of our Tier 1 supply base, including their level of engagement with their supply chain (Tier 2 and beyond). As part of this process, we targeted certain high risk international suppliers, to help us build a better understanding of our direct international presence. A second tranche of this process was deferred as the effectiveness of the questionnaire was assessed and deemed minimal due to a limited response, potential lack of awareness in regions where a Modern Slavery Act is not in affect or suppliers have since become inactive. A new approach and strategy were required.
3. During the 2023 reporting period, and as part of the wider WPP Global strategy alignment, WPP AUNZ and the Global Responsible Procurement team (based in London) will be developing a global approach to Modern Slavery. This will include but not be limited to, investigating the use of 3rd party risk tools to integrate into supplier reporting, with dashboard visibility and the ongoing risk assessments of suppliers, thus not limiting an appraisal to the period in which a vendor is onboarded.
4. The WPP Business Code of Conduct Supplier Version requires our suppliers to commit to modern slavery related contractual provisions and to have equivalent policies in their organisations to address and respect human rights. Specifically, the modern slavery provisions require suppliers to undertake their own steps to identify, assess, address, and mitigate modern slavery risks in their operations and supply chains and in the supply chains of their subcontractors.
5. A primary focus during the reporting period has been to facilitate an increase in the number of our first-tier suppliers who commit to modern slavery compliance and values that are either directly addressed in our Business Code

of Conduct Supplier Version or align with that Code. As at the time of lodgment, many of those suppliers have committed to undertaking their own modern slavery due diligence assessment.

6. We begin the dialogue with our suppliers about the requirement to commit to our Business Code of Conduct Supplier Version during our onboarding program, to ensure our suppliers are aware of our expectations from the beginning of our commercial relationship.
7. As with the supplier self-assessment questionnaires, we view the process of seeking a commitment from new suppliers to our Business Code of Conduct Supplier Version as another means to engage on modern slavery issues. This too is an important element of our overall response, because, as identified above, the most concentrated areas of potential modern slavery risk may be in Tier 2 and beyond of our supply chain. By encouraging our Tier 1 suppliers to pursue their own modern slavery risk assessments, we can attempt to influence and target risk factors occurring at Tier 2 of our supply chain, and potentially beyond.

Due Diligence in our Supply Network:

8. Our expectations of suppliers are set out in the WPP Business Code of Conduct Supplier Version Code of Conduct and are based on the WPP Business Code of Conduct which applies to all our employees.
9. All new or reactivated suppliers are required to sign the WPP Business Code of Conduct Supplier Version, confirming they will comply with our standards or adequately demonstrate to the WPP Group that they have the equivalent standards in place within their own business. These standards include requirements relating to human rights, including modern slavery issues (such as child, forced or bonded labour), as well as labour practices (such as anti-harassment and discrimination, and health and safety), social impacts (such as anti-bribery and corruption) and other sustainability issues.
10. Our Code of Conduct requires our suppliers to apply similar standards to companies within their own supply chains, including diversity and social responsibility in their cultures, behaviours, and attitudes. In addition to signing up to our Code of Conduct, WPP Group suppliers are also required to complete an on-boarding questionnaire which includes specific questions pertaining to modern slavery practices. The WPP Group also includes a “right-to-audit” provision in the supplier documentation and / or standard terms and conditions of contract. The WPP Group global Supplier Agreement includes a clause relating to modern slavery compliance. The WPP Group reserves the right to terminate its contract with any supplier found to breach or fail to comply with, any legislation relating to modern slavery.
11. The WPP Business Code of Conduct Supplier Version in Australia and New Zealand also requires our suppliers to commit to modern slavery related contractual provisions and to have equivalent policies in their organisations to address and respect human rights. Specifically, the modern slavery provisions require suppliers to undertake their own steps to identify, assess, address, and

mitigate modern slavery risks in their operations and supply chains and in the supply chains of their subcontractors.

Our Policies:

12. *We do not tolerate any form of modern slavery or human trafficking in any part of our business. WPP is committed to tackling the risk of modern slavery from our supply chain and operations at a global scale.*

- ***Our Business Code of Conduct*** outlines how we are committed to acting ethically in all aspects of our business and to maintaining the highest standards of honesty and integrity. We specifically reference the Modern Slavery Act to highlight how seriously we take this issue. All our people are required to uphold our Business Code of Conduct, which is available in multiple languages.
- The principles of the Code are embedded in our training courses and workshops and our senior managers are required to certify compliance with the Code on an annual basis.
- ***Our Business Code of Conduct – Supplier Version*** sets out our expectations of suppliers and is based on the WPP Code that applies to all our companies and people. The supplier version includes requirements for labour practices (such as anti-harassment and discrimination, and health and safety), human rights (including no child, forced or bonded labour), and social impacts (such as anti-bribery and corruption) as well as other sustainability issues. It is available in nine languages.
- WPP’s Code of Conduct is set within a wider ethical framework, which includes our Human Rights Policy.
- ***Our Human Rights policy*** reflects international standards and principles including the International Bill of Human Rights, the UN’s Guiding Principles on Business and Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work and the Children’s Rights and Business Principles. In addition, our Sustainability Policy, updated in 2022 and approved by the Board on an annual basis, outlines our positive contribution to society and the environment underpinned by our responsibility to respect human rights. We also introduced a new Environment Policy in 2022 to reflect our climate commitments. WPP AUNZ also has its own separate Human Rights Policy as part of its regional Modern Slavery policy regime.
- ***Our Procurement Policy*** outlines a clear procedure for responsible procurement. This includes the provision that, wherever possible, our companies should use centrally negotiated contracts with approved suppliers for commonly purchased goods and services. Regardless, anyone who buys goods and services in any WPP company should

consider sustainability risks and criteria to determine whether suppliers are fit for purpose.

- ***Our talent policies*** set out our core principles for responsible recruitment and people management as part of our responsibility to treat our employees with dignity and respect.

WHERE WE ARE NOW

13. The WPP Group is a dynamic group with ever-evolving business operations, and we recognise that there are always improvements that can be made to the way we work. To ensure that our policies are kept up-to-date and compliant with international and national regulatory frameworks we conduct regular reviews. In January 2022 we updated our sustainability policy, which is reviewed and approved by the Board on an annual basis.
14. The application of the WPP Group policies and procedures is monitored within each company and by the internal audit, legal, business integrity and risk and controls functions. Breaches are investigated by our legal and business integrity teams and, where appropriate, external advisors.

Governance:

15. We have established governance processes and policies to help us manage human rights risks, including modern slavery, consistently across the Company.
16. The WPP Group Chief Counsel oversees our approach to ethics and compliance. The Board and Executive Committee provide additional oversight and guidance on any ethical issues that may arise.
17. The Board, assisted by the Audit Committee, has oversight and responsibility for our approach to risk management which is structured through our three lines of defence model and driven by our risk governance framework, business integrity programme, culture based upon the principles set out in our Code of Conduct and our internal control framework.
18. For more information about our Risk Governance Framework and Business Integrity Programme please see our WPP Annual Report 2022, from page 86.

Internal Education & Training

19. All our people (including freelancers working for more than four weeks) are required to complete our online ethics training, How We Behave, promptly upon joining and then on an annual basis thereafter. Topics covered include diversity, human rights, anti-bribery and corruption, conflicts of interest and avoiding misleading work.
20. WPP has issued guidance and training materials on modern slavery for our

businesses to communicate to relevant people in their operations, such as HR Directors. The training explains what modern slavery encompasses, how to assess risk in different aspects of our business and supply chain, our key policies, and our remediation process.

21. WPP AUNZ has continued to roll-out and promote our online learning module as the training program across the organisation during the reporting period, including advising employees of the mandatory nature of the training. Whilst we want to see continuing improvement in the overall level of organisation-wide engagement on modern slavery issues, we see it as a positive sign that internal awareness levels relating to the issue appear to have increased significantly.
22. WPP AUNZ Procurement have completed Group Procurement Modern Slavery training and through firm wide annual AUNZ information sessions run by Procurement and Risk, continue to include content and support on Modern Slavery to the group as part of our decentralised purchasing community.

Part Four: Measuring Effectiveness

1. We recognise that impactful change is achieved through a process of continual review, an attitude of continuous improvement, collaboration, and candid self-evaluation of our ongoing modern slavery response.
2. We continue to implement and be guided by our Effectiveness Assessment Framework in Australia and New Zealand, which provides metrics for internal assessment in the following key areas:
 - Commitment
 - Traceability and Risk Assessment
 - Purchasing Practices
 - Recruitment
 - Worker Voices
 - Monitoring and Evaluation
3. Our Modern Slavery Working Group, which consists of key members from our legal, procurement, and business integrity teams, has continued to meet regularly over the reporting period to review our progress. A key outcome of this process includes the reassessment of our questionnaires that had previously been sent to our high-risk suppliers. We have found that there is generally an unresponsiveness to such questionnaires and our Modern Slavery Working Group, in collaboration with our counterparts in the UK, are focusing on an alternative assessment program.
4. For the next reporting period, we plan to continue to focus on the following key actions:
 - Work will continue to standardise and enhance processes and systems relating to supply risk management, procurement policy compliance, contract lifecycle management and supplier onboarding and supplier

relationship management.

- Work to improve the systems which hold our spend data so that we have an enhanced visibility into which countries and industries our suppliers are operating.
- Education and awareness – monitor annual completion records and provide more targeted training to key functions. Increase awareness and engagement within the business so employees are confident to start a conversation about modern slavery with both clients and suppliers, influencing further change.
- Supplier Engagement – meet with key suppliers to talk about modern slavery and what they are doing in this space.
- Client Risk Assessments – recognising the importance of providing clients with the facts they need to make their own modern slavery risk assessments, ensuring via an internal pitch resource platform, that the information provided to our clients is accurate, up-to-date and reflects the current stage of our modern slavery position.

Part Five: Consultation with controlled entities & other relevant information

1. During the reporting period, our Modern Slavery Working Group has consulted with all owned and controlled entities' Governance Committees to understand any actual or perceived risks over Modern Slavery as well as to confirm if they had received any reports of any actual modern slavery identified in their operations or supply chains. No reports had been received during the reporting period.
2. Our modern slavery response is uniform across all our subsidiary entities. The operational activity and core supply chains of all subsidiaries have adopted a streamlined approach for consistency.

Appendix 1: List of Subsidiaries during the reporting period

COMPANY	Country of Incorporation/ Formation
ABKP Ideaworks Pty Ltd (i)	Australia
Active Display Group Ltd (i)	Hong Kong
AKQA Limited	New Zealand
AKQA Media Pty Ltd	Australia
AKQA Pty Ltd	Australia
Aktivation Co Ltd (iii)	Vietnam
Aleph (Thailand) Co., Ltd (iii)	Thailand
Aleph Pte Ltd (iii)	Singapore
Badjar Ogilvy Pty Ltd	Australia
Barton Deakin Pty Limited	Australia
Blaze Advertising Pty Ltd	Australia
Boxlink Pty Ltd	Australia
Brand Communications Pty Ltd	Australia
Brand Power Pty Ltd (FKA Buchanan Advertising (Australia) Pty Ltd)	Australia
Brand Power Inc (FKA Buchanan Advertising (Canada) Inc.)	Canada
TBPC Sdn Bhd (FKA Buchanan Advertising (Deutsche) GmbH)	Germany
Buchanan Advertising (Malaysia) Sdn. Bhd	Malaysia
Brand Power Limited (FKA Buchanan Advertising (UK) Ltd)	United Kingdom
The Brand Power Company LLC (FKA Buchanan Advertising (US), LLC)	USA
The Brand Power Company Pte Ltd (FKA Buchanan Group Holdings Pte Ltd)	Singapore
Buchanan Licencing Singapore Pte Ltd	Singapore
Burson Cohn & Wolfe Pty Ltd	Australia
Cannings Advisory Services Pty Limited	Australia
Chemistry Media Ltd (FKA EssenceMediacom New Zealand Limited)	New Zealand
Commercial Creativity Limited	New Zealand
Cornwell Design Pty Ltd (i)	Australia
Designworks (NZ) Limited	New Zealand
Dominion Software Developers Limited (iv)	New Zealand
DTMillipede Pty Ltd (i)	Australia
eAgency Co Ltd (iii)	Vietnam
Edge Asia Digital Services Sdn Bhd (iii)	Malaysia

Essence Global Australia Pty Ltd	Australia
EssenceMediacom Australia Pty Ltd (FKA IKON Communications Pty Ltd)	Australia
EssenceMediacom New Zealand Limited (FKA Chemistry Media Limited)	New Zealand
Ethnic Communications Pty Ltd	Australia
Evocatif Pty Ltd	Australia
Finance Plus Australia Pty Ltd (i)	Australia
George Patterson Partners Pty Ltd	Australia
GroupM Communications Pty Ltd	Australia
GroupM New Zealand Limited	New Zealand
GTB Australia Pty Ltd	Australia
Hawker Britton Group Pty Ltd	Australia
Heath Wallace Australia Pty Limited (iii)	Australia
Hill and Knowlton Australia Pty Ltd	Australia
Hogarth Australia Pty Ltd	Australia
Howorth Communications Pty Limited (i)	Australia
Human Communications Pty Ltd	Australia
Ikon Communications (Melbourne) Pty Limited	Australia
Landor & Fitch Pty Ltd	Australia
L'Atelier Media Pty Ltd	Australia
Life Agency Pty Ltd	Australia
M Media Group Pty Ltd	Australia
Marketing Communications Holdings Australia Pty Ltd	Australia
Markitforce (Melbourne) Pty Ltd (ii)	Australia
Markitforce Pty Ltd (ii)	Australia
Mayko Trading Pty Ltd (i)	Australia
Mediacom Australia Pty Ltd	Australia
Mindshare New Zealand Limited	New Zealand
Mirum Pty Ltd	Australia
Motivator Media Pty Ltd	Australia
Neo Media Australia Pty Ltd	Australia
O2 Agency Pty Ltd (i)	Australia
Ogilvy Action 2012 Pty Ltd	Australia
Ogilvy Australia Pty Ltd	Australia
OGILVY BHD PTY LTD (FKA WPP Holdings (Australia) Pty Limited)	Australia
Ogilvy Employee Experience Pty Limited (i)	Australia

Ogilvy Health Pty Ltd	Australia
Ogilvy International Limited	New Zealand
OgilvyAction Pty Limited (i)	Australia
Ogilvy PR Pty Ltd	Australia
OPR Health Pty Limited (i)	Australia
Origami PR Pty Ltd (i)	Australia
Outrider Australia Pty Ltd	Australia
Oxygen Learning Pty Ltd (iii)	Australia
Parker & Partners Pty Ltd (i)	Australia
Picnic Software Pty Ltd (ii)	Australia
Prism Team Australia Pty Ltd	Australia
Professional Public Relations Pty Ltd (i)	Australia
PT Bullseye	Indonesia
PT Eksakta Digital Gemilang (iii)	Indonesia
PT Home Tester Indonesia	Indonesia
Pulse Communications Pty Limited (i)	Australia
Red Tape Commercials Pty Ltd (trading as OgilvyX)	Australia
Research International Australia Pty Ltd	Australia
Salmon Asia Pacific Pty Ltd	Australia
Senior Minds Pty Ltd (i)	Australia
Sibling Agency Pty Ltd	Australia
Singleton Ogilvy & Mather (Holdings) Pty Limited	Australia
STW Geometry Holdings Pty Ltd	Australia
STW Group Asia Holdings Pte Ltd	Singapore
STW Media Services Pty Limited	Australia
Sudler & Hennessey Australia Pty Ltd (i)	Australia
The Brand Agency Limited (NZ)	New Zealand
The Brand Agency Pty Ltd ATF Brand Agency Unit Trust	Australia
The Origin Agency Pty Limited (i)	Australia
The Punch Agency Pty Ltd (ii)	Australia
The Store WPP AUNZ Pty Ltd	Australia
The WTA Group Pty Ltd	Australia
VML Digital Pty Limited (ii)	Australia
VMLY&R Limited	New Zealand
VMLY&R Pty Limited	Australia

Wavemaker Australia Pty Ltd	Australia
Wavemaker New Zealand Limited	New Zealand
whiteGREY Pty Ltd	Australia
WPP AUNZ GR Pty Ltd	Australia
WPP AUNZ Pty Ltd	Australia
WPP Australia Holding Pty Ltd	Australia
WPP Holdings (Australia) Pty Limited renamed OGILVY BHD PTY LTD	Australia
WPP Holdings (New Zealand) Limited	New Zealand
WPP Large Format Production Pty Ltd (FKA Active Sites Alive Pty Ltd)	Australia
WPPAUNZ Analytics Pty Ltd	Australia
WPPAUNZ Solutions Pty Ltd (i)	Australia
WPPAUNZ Team Red Pty Ltd	Australia
Wunderman Pty Ltd (i)	Australia
Wunderman Thompson NZ Limited	New Zealand
Wunderman Thompson Pty Ltd	Australia
Y&R Group Pty Limited (i)	Australia
Young & Rubicam Group Pty Ltd	Australia

- (i) The entity was deregistered during the reporting period.
- (ii) The entity filed for deregistration during the reporting period, but the deregistration was not confirmed until 2023.
- (iii) WPP AUNZ disposed of all its interest in the entity during the reporting period.
- (iv) The entity was amalgamated out of existence during the reporting period.

