

Modern Slavery Statement

1. Introduction

This is the Modern Slavery Statement issued jointly by Multi Market Services Australia Holdings Pty Ltd (ACN 000 026 228) ("**MMS**") and its subsidiaries Publicis Media Australia Pty Ltd (ACN 001 786 858) and Publicis Communications Australia Pty Ltd (ACN 001 720 921) (these entities together referred to as "**Publicis**", "**we**" and "**our**"). This statement also includes consideration of the activities undertaken by Publicis Sapient Australia Pty Limited (ACN 082 145 891) and other subsidiaries of MMS.

Pursuant to the *Modern Slavery Act 2018* (Cth), this statement sets out the actions taken by Publicis to address risk relating to modern slavery within its business and supply chains for the year ended 31 December 2020.

2. Our Corporate Structure

Founded in 1926, Publicis Groupe (the "**Groupe**") is the third largest international communications group in the world, operating in more than 80 countries, including Australia, France, the United States of America and the Netherlands.

In Australia, the operations of the Groupe include businesses providing services in the public relations, advertising, marketing and digital sectors including brand design, brand strategy, data management, customer analytics, media planning and buying, website and social media advisory services, digital business transformation, e-commerce and management consulting

The Australian operations of the Groupe are conducted through MMS which is the holding company for the other Groupe entities which operate in Australia. During the reporting period, these entities were as follows:

- Publicis Sapient Australia Pty Limited (ACN 082 145 891).
- Fuel Comms Pty Limited (ACN 147 863 643).
- Match Media Australia Pty Limited (ACN 138 407 075).
- Performics Australia Pty Ltd (ACN 114 980 424).
- Publicis Australia Pty Ltd (ACN 004 117 284).
- Publicis Communications Australia Pty Ltd (ACN 001 720 921).
- Publicis Loyalty Pty Ltd (ACN 074 333 583).
- Publicis Media Australia Pty Ltd (ACN 001 786 858).
- Publicis Red Lion Pty Limited (ACN 098 273 539).
- Saatchi & Saatchi Communications Australia Pty Ltd (ACN 005 528 067).
- Third Horizon Consulting Pty Ltd (ACN 163 267 614).
- ZenithOptimedia Australia Pty Ltd (ACN 070 972 637).

This statement is made after consultation with these entities which due to the structure and management of the Groupe's operations in Australia utilise many of the same policies and processes and also have numerous shared suppliers.

3. Our Supply Chain

We engage numerous suppliers in order to conduct our operations. While we prefer to engage with local suppliers and primarily use suppliers based in Australia, we do also engage with overseas suppliers. Primarily these suppliers are based in the United States of America, New Zealand and Singapore, however from time to time we engage with suppliers in countries including Canada, Denmark, Ireland, Germany, the United Kingdom, Ireland, Malaysia, Taiwan and India. These suppliers provide goods and services necessary for the operation of our business in categories including:

- production materials, production services and production studios;
- professional services, such as legal, research, financial, recruitment;
- talent acquisition;
- equipment hire;
- catering;
- building rental and facility management;
- media;
- office supplies;
- cleaning services;
- IT services;
- temporary labour services;
- travel; and
- employee benefits and healthcare.

4. Risks of Modern Slavery

At Publicis we take issues of slavery and human trafficking very seriously and are committed to preventing such abuses from occurring. Due to the industry in which we operate and the location of our operations, the risk of modern slavery issues arising in our supply chain are minimal. We do however recognise that modern slavery issues are significant and continue to take steps to further minimise the risk of them arising in our supply chain.

We engage approximately 1,250 employees based exclusively in Australia and are committed to ensuring the terms and conditions of their employment are in compliance with all legal standards. To achieve this commitment, we have a significant human resources function in place together with workplace policies and procedures which are regularly reviewed to ensure compliance with all Australian workplace laws. These measures create substantial protection for our employees and as a result, the risk of modern slavery issues arising directly within our own workforce is virtually non-existent.

Considering our operations as a whole, the primary risk of modern slavery issues arising is through Publicis becoming linked to modern slavery issues through the practices of suppliers with which we engage. We recognise this risk and have implemented processes with respect to our suppliers to minimise the chance of this risk eventuating.

5. Reducing the Risk of Modern Slavery in our Supply Chain

In 2003 the Groupe was the first communications group in the world to sign the United Nations Global Compact. Principles 4 and 5 of the Global Compact deal directly with the elimination of child labour and all other forms of forced and compulsory labour. These

principles are important to us and have been adopted in the way we conduct our operations.

We have a procurement team which directly manages a large number of our suppliers. This procurement team has robust and documented procurement processes in place for engaging with new suppliers managed by them which involve due diligence checks being completed on all suppliers prior to their engagement. These checks include consideration of matters which relate to modern slavery.

Prior to the engagement of potential suppliers by our procurement team, we require that each potential supplier undertake a CSR assessment in accordance with our CSR Guidelines. These guidelines include representations with respect to the promotion of safe labour and fighting against modern slavery, human trafficking, child and forced labour and all forms of discrimination and violence. Potential suppliers who do not comply with our CSR Guidelines will not be selected as suppliers.

Once suppliers are selected by our procurement team, the standard contractual terms utilised for our suppliers include a term that the supplier will comply with our CSR Guidelines and will implement equivalent standards within its organisation. Regardless of the contractual terms in place with a supplier, all of our procurement managed suppliers are requested to adhere to our CSR Guidelines, including those guidelines with respect to safe labour and fighting against modern slavery.

To further minimise the risk of modern slavery issues arising in our supply chain, our procurement team conducts regular searches and checks in relation to existing suppliers to ensure no issues are discovered which may give rise to concern regarding matters including modern slavery issues.

From time to time we also engage with other suppliers which are not managed by our procurement team in relation to specific projects or events. Due to the goods and services provided by these suppliers, we consider them to be at a low risk of being involved with modern slavery issues. Were we to become aware any supplier may contain modern slavery practices within its supply chain, we would not engage with, or would cease engaging with, that supplier.

6. Assessing Effectiveness of our Modern Slavery Mitigation Measures

Since the Groupe signed the United Nations Global Compact in 2003, we have continually assessed and modified our approach to dealing with corporate social responsibility and modern slavery matters. Over time this has involved changes to our procurement processes, the way suppliers are engaged as well as the information and representations required from suppliers.

In order to uphold our commitment to fighting slavery and human trafficking in all of its forms, we will continually review the effectiveness of the measures we have implemented to minimise the risk of modern slavery within our supply chain. In doing so, we will also consider what further steps we can take to minimise these risks.

7. Consultation

We have consulted with the relevant procurement and human resources functions of each of our subsidiary entities in preparing this statement.

8. Approval

This statement has been approved by the Board of Multi Market Services Australia Holdings Pty Ltd on 4 June 2021 on behalf of itself and its subsidiary companies, including Publicis Communications Australia Pty Ltd and Publicis Media Australia Pty Ltd.



Brad Lean

Director

Multi Market Services Australia Holdings Pty Ltd

9 June 2021