



NOVA
ENTERTAINMENT

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ABN 75 093 553 989

MODERN SLAVERY STATEMENT 2025

This statement is provided by NOVA Entertainment Pty Limited ACN 093 553 989 (**NOVA**) reporting under the *Modern Slavery Act 2018* (Cth) (**Act**) for the period 1 January 2025 to 31 December 2025, which is its 2025 financial year.

NOVA is committed to complying with its obligations under the Act, and to taking appropriate steps to assess and address modern slavery risks.

NOVA welcomes the responsibility and opportunity to address the threat of modern slavery practices to individuals and communities.

Peter Charlton

Chief Executive Officer and Sole Director
NOVA Entertainment Pty Ltd

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NOVAPODCASTS



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1 NOVA'S STRUCTURE AND OPERATIONS

1.1 NOVA is an independent, diversified entertainment business comprising:

(a) Four analogue broadcast and digitally delivered radio brands:



(b) A podcast network:



(c) An intimate live music brand:



(d) Three national digital radio stations, created by NOVA as part of a unique music partnership with Coles, Priceline and Atomica:



1.2 NOVA has a workforce of over 650 employees, with operations in all major metropolitan Australian cities - Sydney, Melbourne, Brisbane, Adelaide, and Perth - as well as a regional presence in Gosford.

2 SUPPLY CHAINS

2.1 To facilitate NOVA operations, NOVA procures goods and services (supply chains) from a variety of small, medium and large suppliers to assist in the production and delivery of its broadcasting, digital audio, and experiential services. The main supply chains are:

- (a) the supply of broadcasting technology in the form of infrastructure, equipment, and software as well as associated labour from third party providers to operate and maintain that broadcasting technology;
- (b) the licensing of music, news and entertainment content for broadcasting and podcasting;
- (c) the acquisition of advertising from agencies and directly from companies;
- (d) marketing and promotional services, including brand activations and the purchasing of merchandising and vehicles used for promotions;





- (e) the convening of live music events, including engagement of associated labour from third-party providers; and
 - (f) the use of third-party suppliers for equipment and labour, including office supplies, cleaning services, document management and security services, IT services and catering services at its office locations.
- 2.2 NOVA also engages the services of external professional service firms to obtain legal, accounting, and financial advice.
- 2.3 NOVA's direct suppliers are predominately located in Australia.

3 RISKS OF MODERN SLAVERY PRACTICES IN NOVA'S OPERATIONS AND SUPPLY CHAINS

- 3.1 NOVA has assessed the degree to which it may contribute to, cause or be linked to modern slavery risks in its operations and supply chains. Based on this assessment, NOVA considers the risks associated with its operations and supply chains to be low.
- 3.2 In preparing this Statement, NOVA has conducted a due diligence investigation whereby it has collated a list of its largest service providers across its locations in Australia, and in all areas of its business, to determine the risk of modern slavery practices in its operations and supply chains. NOVA considers this due diligence investigation to be a reasonable and proportionate step in its management of modern slavery risks.
- 3.3 NOVA has determined that the products and services obtained through its supply chains are predominately secured from within Australia, and from Australian businesses. NOVA has either been provided with, or obtained, modern slavery statements in respect of some of its larger service providers. To the extent that a business has identified their supply chains are located outside Australia, NOVA has taken steps to assess and mitigate risk. These steps include conducting due diligence on such suppliers, confirming that many are based in jurisdictions with a low risk of modern slavery, incorporating modern slavery compliance clauses into supply contracts to compel contractual compliance, and requiring certain suppliers to complete a supplier questionnaire.
- 3.4 An exception to the above are businesses that supply technological equipment and software for broadcasting, which NOVA has determined carries a moderate risk of modern slavery. Further detail is provided on this below.
- 3.5 NOVA considers the risk of modern slavery in its employment practices is low for the reasons set out below.

Key areas of concern

- 3.6 As NOVA has limited visibility over the supply chains of some of its suppliers, it acknowledges that there is some risk of a link to modern slavery practices. Some key areas of concern are as follows:
- (a) Cleaning services



- (i) There are sector and industry risks involved with the use of third-party suppliers to provide cleaning services. Such services have been identified as high risk for modern slavery practices.
 - (ii) To mitigate this risk, NOVA continues to engage one company to provide its cleaning services nationally and NOVA's due diligence has confirmed the company has a modern slavery statement, modern slavery risk management procedures and modern slavery minimum standards for its suppliers.
 - (b) Technology services
 - (i) There are product and services risks associated with the supply of technological services such as equipment and software used in broadcasting. That is due to the location they are manufactured in (often countries with higher rates of labour exploitation) and the materials used to manufacture them (the sourcing of which can also involve a risk of labour exploitation).
 - (ii) To mitigate this risk, NOVA has taken steps to inform itself of who its software, equipment and telecommunications suppliers for its broadcasting technology are, and the products and services that they supply, and inserting modern slavery compliance clauses into supplier contracts where appropriate. It notes that some are based in Australia, or in jurisdictions that are a low risk of modern slavery practices. However, it has limited oversight as to where the manufacturing of the products being supplied, such as equipment and software, occurs.
- 3.7 NOVA considers the steps it has taken are a proportionate and reasonable response to its assessment of modern slavery risks.

4 ACTIONS TAKEN TO ASSESS AND ADDRESS THOSE RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES

NEW INITIATIVES IN 2025

- 4.1 During the reporting period, NOVA made updates to its systems and practices to enhance the assessment and management of potential modern slavery risks in its operations and supply chain.
- 4.2 The following outlines existing and new key systems and processes implemented by NOVA to identify, prevent, and mitigate potential modern slavery risks in its operations and supply chains.



Supplier Questionnaire

- 4.3 NOVA's Modern Slavery Statement for 2024 discussed the development of its Supplier Questionnaire, which was expected to be utilised as part of supplier onboarding in early 2025.
- 4.4 The first stage of the Supplier Questionnaire was rolled out in 2025. Given the large number of existing suppliers in Nova's supply chain, the decision was made to focus on new suppliers that meet certain thresholds, with the Supplier Questionnaire to be expanded to existing suppliers in 2026 and 2027.
- 4.5 The Supplier Questionnaire requires suppliers to provide NOVA with information on:
 - (a) Their modern slavery policies (or Modern Slavery Statement, if applicable);
 - (b) The countries and industries in which they operate; and
 - (c) The conditions of workers and opportunities for workers to raise complaints.
- 4.6 The Supplier Questionnaire also requires suppliers to confirm if there have been any instances of modern slavery in their supply chain, as well as any remedial action taken by the Supplier.
- 4.7 If a supplier identifies in the Supplier Questionnaire that there have been instances of modern slavery in their supply chain, NOVA investigates the response further to understand the impact and any remedial action taken by the supplier. Nova only continues to work with suppliers if it is satisfied there is a low risk of modern slavery in a supplier's supply chain.

Respect at Work Training

- 4.8 Throughout late 2025 by way of an initiative with the Legal and People Experience functions, NOVA undertook in-person "Respect at Work" training across all markets to all staff at NOVA.
- 4.9 The training focused on sexual harassment and bullying in the workplace, and reminded staff of NOVA's Whistleblower Policy and mechanisms to raise complaints.

Modern Slavery Policy and Training Reminder

- 4.10 In December 2025, NOVA sent an email to all staff across the business as a reminder of our Modern Slavery Policy and Whistleblower Policy.
- 4.11 The email also encouraged staff to undertake the mandatory modern slavery training module as a refresher and provided a link for easy access, as some staff may have completed this training module as part of their onboarding many years earlier.



ONGOING ACTIONS

- 4.12 In addition to the above new initiatives undertaken in 2025, NOVA has continued many initiatives that were commenced in previous years as part of its commitment to reduce its modern slavery risk.

Supplier Engagement

- 4.13 NOVA continues to negotiate supplier contracts to reflect its expectations, and the obligations of its suppliers, with respect to modern slavery including introducing mandatory modern slavery compliance clauses into its contracts. These clauses require suppliers to comply with all applicable modern slavery laws, maintain their own policies and procedures in relation to modern slavery and carry out due diligence on their supply chain. These clauses also require suppliers to:
- (a) notify NOVA as soon as they become aware of any actual or suspected breach of modern slavery laws; and
 - (b) take steps to mitigate or remedy those breaches.

Labour Procurement, Engagement and Training

- 4.14 NOVA continues to engage in stringent employee onboarding procedures including collection of documents showing eligibility to work in Australia.
- 4.15 NOVA employs primarily skilled individuals in accordance with applicable Australian laws and modern awards.
- 4.16 NOVA employees are remunerated at or above the minimum lawful entitlement.
- 4.17 To the extent that NOVA employs non-Australian residents, it confirms their right to work in Australia either through its own enquiries or with the assistance of immigration specialists.
- 4.18 To the extent that NOVA facilitates work experience or internships, it is in accordance with legislative work placement obligations as required by the state departments of education.
- 4.19 NOVA has various workplace policies and procedures in place and a comprehensive training program to help employees understand their employment rights and to support modern slavery compliance, including:
- (a) workplace health and safety policies and programmes applicable to all its offices, along with mandatory training for new employees to ensure safe and proper working conditions;
 - (b) a workplace bullying policy which prohibits workplace bullying, harassment and discrimination and which provides support and guidance on a process for reporting concerns;



- (c) a standalone sexual harassment policy which provides support and guidance on a process for reporting concerns;
 - (d) a mandatory training module for its staff to help them recognise the risks of modern slavery and human trafficking and report any potential breaches;
 - (e) a free employee assistance provider which provides free and confidential external counselling for employees and their families for any work or personal issues; and
 - (f) performance management and disciplinary framework to hold staff accountable to NOVA policies and procedures.
- 4.20 NOVA has an employee hotline available on its employee intranet that can be used by employees to anonymously raise concerns relating to labour conditions and/or workplace grievances, which is received by NOVA's people experience team.
- 4.21 NOVA has an independent external anonymous platform to manage Whistleblower complaints.

Workplace Health and Safety Committee Meetings

- 4.22 NOVA's Workplace Health and Safety committee continues to meet monthly to discuss and review all health and safety matters within the business including both physical and psychosocial risks.
- 4.23 NOVA has considered its approach to psychosocial risks following legislative changes to the Commonwealth Work Health and Safety legislation in April 2023 and remains committed to promoting and protecting the physical and psychological wellbeing of all employees.

Modern Slavery Policy

- 4.24 NOVA continues to have a robust governance and policy framework which sets out its commitment to equality and social justice and reduces the risk of modern slavery practices arising within its supply chains and operations including a group wide commitment to corporate governance, rigorous compliance practices, and high standards of ethical behaviour, including risk assessments of third parties with whom NOVA contracts.
- 4.25 NOVA remains committed to preventing acts of modern slavery from occurring in its supply chains or any part of its business. NOVA has a Modern Slavery Policy which reflects its commitment to acting ethically and with integrity in all its business relationships, and to implementing and enforcing effective systems and controls to reduce the risk of slavery taking place in its supply chain.
- 4.26 NOVA's Modern Slavery Policy exists alongside its Whistleblowing Policy. NOVA encourages its employees to feel confident about raising their concerns by being able to access a reporting and investigative mechanism that is objective and confidential where they know that they are protected from reprisal for doing so. NOVA has in place an



external hotline and platform for any employee to use and where they can anonymously raise concerns relating to labour conditions and/or workplace grievances.

5 ASSESSING THE EFFECTIVENESS OF SUCH ACTIONS

- 5.1 NOVA assesses the effectiveness of its actions to address modern slavery risks through ongoing monitoring, review evaluation and enhancement of its policies, codes, standards, and protocols.
- 5.2 This assessment includes:
 - (a) reviewing responses to supplier due diligence processes, including questionnaires, to identify trends, gaps or areas of elevated risk;
 - (b) monitoring supplier compliance with contractual obligations relating to modern slavery; ;
 - (c) tracking the completion and reach of modern slavery training and awareness initiatives; and
 - (d) considering feedback from employees on the implementation and practical effectiveness of relevant measures.
- 5.3 Findings from these activities are used to inform ongoing improvements to NOVA's risk management framework, supplier engagement processes, and internal policies and procedures
- 5.4 NOVA has internal audit and risk functions within finance, people experience and legal, whose roles include assessing and ensuring ongoing compliance with relevant laws and NOVA's policies and procedures.

6 CONSULTATION PROCESS

- 6.1 In preparing this Statement the operations and supply chains of each subsidiary of NOVA were reviewed, with relevant employees or representatives consulted. That consultation will remain ongoing as part of NOVA's overall commitment to assessing and addressing the risk of modern slavery practices.

7 FURTHER STEPS

- 7.1 NOVA is committed to continuing to work with its new and existing suppliers, both nationally and abroad, to improve awareness of modern slavery practices and assess and address modern slavery risks.
- 7.2 NOVA is also committed to improving its employees' ongoing awareness of modern slavery practices and risks and encouraging them to come forward and report any incidents or concerns.



7.3 NOVA has several initiatives which will improve its ability to monitor and manage risks within its supply chain including:

- (a) Expanding the scope of the Supplier Questionnaire to include existing suppliers and focus on supplier compliance with completion of the Supplier Questionnaire;
- (b) Implementing policies to limit (or stop) the purchasing of low value goods from high-risk overseas companies by staff in situations where oversight of staff purchases is low; and

Communications to staff concerning thoughtfulness around purchasing goods from high-risk companies.

8 APPROVAL

8.1 This Statement was approved and signed by Peter Charlton as the Chief Executive Officer, Sole Director and principal governing body (as defined by the Act) of NOVA Entertainment Pty Ltd ACN 093 553 989 on 25 June 2026.

Peter Charlton

Chief Executive Officer and Sole Director
NOVA Entertainment Pty Ltd