NETFLIX

Joint Modern Slavery Statement 2025

This is a Joint Modern Slavery Statement (**Joint Statement**) made according to section 14 of the *Modern Slavery Act 2018 (Cth)* (**Act**) for the period commencing 1 January 2025 and ending on 31 December 2025 (**Reporting Period**).

The Joint Statement is made by Netflix Australia Pty Ltd on behalf of the following subsidiary entities of their ultimate parent entity, Netflix, Inc., that are reporting entities under the Act (together, the **Reporting Entities**):

- Netflix Australia Pty Ltd (ABN 81 601 296 771) (**Netflix Australia**);
- NF Digital Land Pty Ltd (ABN 36 643 491 052) (**NF Digital**); and
- NF Ocean Productions Pty Ltd (ABN 38 643 491 061) (**NF Ocean**).

References to the "**Netflix Group**" should be taken to refer to the Reporting Entities and Netflix Animation Studios Australia Pty Ltd (ABN 65 006 440 777) (**Netflix Animation Studios**), which was under the control of NF Digital during the Reporting Period. For any references to an entity having 'control' of another entity, the term 'control' has the meaning given in the Act. Each of the Reporting Entities has its registered office located at 1-7 Wellington Street, Chippendale NSW 2008, Australia.

1. Our commitment

Netflix, Inc. and its subsidiaries around the world (**Netflix**) do not tolerate or condone slavery, the use of forced or compulsory labour, human trafficking, the deprivation of liberty or any other similar forms of exploitation of individuals. We are committed to minimising the risks of modern slavery arising within our operations and supply chains and appropriately addressing any exploitation upon becoming aware of it. At Netflix, we strive to create an employee culture where acting ethically and with integrity is part of our fundamental corporate values.

2. Our structure, operations and supply chains

2.1 Our structure

<u>2.1.1 Netflix Australia</u>

Netflix Australia is a wholly-owned Australian registered subsidiary of Netflix International B.V., a Dutch entity whose ultimate parent is Netflix, Inc., a US company incorporated in the State of Delaware and headquartered in Los Gatos, California. Netflix Australia does not own or control any other entities.

2.1.2 NF Digital and NF Ocean

NF Digital and NF Ocean are wholly-owned Australian registered subsidiaries of Netflix Worldwide Productions, LLC, being a US entity whose ultimate parent is Netflix, Inc., a US company incorporated in the State of Delaware and headquartered in Los Gatos, California. As noted above, during the Reporting Period, NF Digital directly controlled the Australian registered subsidiary entity Netflix Animation Studios. NF Ocean does not own or control any other entities.

2.2 Our operations and supply chains

2.2.1 Netflix

Netflix is one of the world's leading entertainment services offering series, films, games and live programming across a wide variety of genres and languages. Members can play, pause and resume watching as much as they want, anytime, anywhere and can change their plans at any time.

2.2.2 Netflix Australia

Netflix Australia, an Australian private company, is the non-exclusive limited risk distributor of (1) access to the Netflix service for subscribers in Australia, and (2) digital advertising to customers in Australia. In addition, it provides content support, advertising support and contract research and development support services to Netflix, Inc. During the Reporting Period, Netflix Australia had approximately 78 full-time employees located in Australia.

Netflix Australia engages with various vendors, commercial partners and third parties based across Australia to conduct its business. During the Reporting Period, Netflix Australia also engaged suppliers based in Singapore, the United States, Thailand, the United Kingdom, the Netherlands, India and Luxembourg. These suppliers range from large blue-chip companies to smaller vendors (such as creative and events agencies).

Netflix Australia's principal types of suppliers include:

- agencies that provide professional services in connection with marketing, advertising and events;
- payment processors, telecommunication and internet service providers that facilitate the logistics of accepting different payment methods and receipt of fees from subscribers; and

- suppliers of goods and services for routine business operations. This includes providers of IT and hardware goods and services (many of whom are globally established suppliers of "off the shelf" equipment and integrated services who have had long term relationships with Netflix), office supplies and equipment, professional services (such as employee benefits, tax and legal services) and facilities-related services (such as cleaning, security, maintenance and catering services).

2.2.3 NF Digital

NF Digital, an Australian private company, engages in animation and visual effects production activities. During the Reporting Period, NF Digital engaged various vendors, commercial partners and third parties based across Australia to conduct its business. NF Digital's suppliers range from large blue-chip companies (such as global consulting firms) to smaller vendors (such as visual effects companies). During the Reporting Period, NF Digital had 1 full-time employee located in Australia.

NF Digital's principal types of suppliers include:

- service providers that provide animation and visual effects services in connection with productions; and
- suppliers of services for routine business operations, such as payroll and tax services.

2.2.3.1 Netflix Animation Studios

During the Reporting Period, NF Digital directly owned Netflix Animation Studios, an animation production studio with operations in Sydney producing animated feature films. During the Reporting Period, Netflix Animation Studios had a total of approximately 275 full-time employees based in Australia.

During the Reporting Period, Netflix Animation Studios engaged suppliers based in Australia, the United Kingdom, Canada, the United States, New Zealand, Poland, Latvia, Germany, Israel, Ireland and Singapore. These suppliers range from large blue-chip companies to smaller vendors and freelancers (such as visual effects animators).

Netflix Animation Studios' principal types of suppliers are set out below:

- suppliers of goods and services for routine business operations - this includes providers of IT and hardware goods and services (many of which are globally established suppliers of "off the shelf" equipment), office supplies and equipment, professional services (such as employee benefits, tax and legal services) and facilities-related services (such as cleaning, security, maintenance, transportation, storage and catering services); and

- agencies and freelancers that provide services in connection with productions (such as animation and technology services).

2.2.4 NF Ocean

NF Ocean, an Australian private company, engages in production services for Netflix owned live action productions. During the Reporting Period, (1) NF Ocean did not have any full-time employees or physical operations or assets, and (2) NF Ocean's principal types of suppliers, the majority of which are based in Australia, were agencies and freelancers that provide services in connection with productions (such as visual effects and production design services).

3. Risks of modern slavery in our operations and supply chains

In preparation for this Joint Statement, we undertook a global, enterprise-wide, high-level review of Netflix's business to identify areas of modern slavery risk across our operations and supply chains.

This included a risk assessment of the Netflix Group's operations and supply chains during the Reporting Period, focusing on (1) the areas of business that presented higher modern slavery risks due to the nature of their operations, and (2) our suppliers that are large entities and/or entities on which we expended a high percentage of our supplier spend, meaning that they are suppliers over which the Netflix Group has greater leverage and influence.

As part of this assessment, we gathered relevant information using an internal questionnaire which provides a framework to assess modern slavery risks across the business, and consulted with relevant internal business teams to evaluate the modern slavery risks associated with the operations and global and domestic supply chains of the Netflix Group.

Netflix's global risk assessment included interviews and consultation with relevant personnel from the Netflix Group. Additionally, Netflix reviewed and assessed the supplier list of the entities in the Netflix Group.

We also educated key internal stakeholders within the Netflix Group about modern slavery, potential areas of risk and assessed whether any additional risk mitigation measures should be implemented (for example, through additional meetings with relevant stakeholders, training sessions, refining our policies and procedures and/or modification of contractual provisions with our suppliers).

Contractual arrangements between the individual entities within the Netflix Group and their suppliers are varied given the different size of the relevant suppliers and nature of services involved.

Our risk assessment for the Reporting Period did not identify any suppliers or specific operations of the Netflix Group that caused, contributed or are directly linked to modern slavery. Further, in assessing the Netflix Group's risk of modern slavery practices in connection with its business, operations and supply chain, we took into account the following considerations:

- the nature and location of their operations and supply chains, which consist of highly skilled vendors, the majority of which are based in Australia;

- the workforce of these entities, which consists primarily of highly skilled employees in professional and administrative roles who work in Australia;

- that Netflix always endeavours to work with reputable suppliers that are committed to conducting their business operations in a responsible, safe, honest, ethical and respectful manner – acknowledging that there may be modern slavery risks in *all* supply chains; and

- that during the Reporting Period the Netflix Group was subject to relevant employment policies and procedures designed to ensure that their respective employees are paid and treated fairly in accordance with local labour laws (as further detailed in section 4 below).

Our assessment identified some areas of the operations and supply chains of some of the Netflix Group that may be more susceptible to modern slavery risks, such as the following categories of goods and services: office supplies, cleaning, catering, pantry supplies, delivery services, maintenance services and IT hardware. This increased level of risk arises due to a number of factors, including:

- inherent sector and industry specific risks related to electronics manufacturing, cleaning and catering, which are globally recognised as higher risk sectors for modern slavery;
- the increased risk of forced labour and other labour practices that exploit vulnerable, low skilled or low wage workers, such as migrant workers who commonly work in these industries; and

- transparency risks related to operations involving raw materials (for example, trees for paper, flour for bread, metal for tools or hardware) which tend to have long, complex supply chains of which the Netflix Group has no oversight or leverage.

This assessment will continue to be reviewed and updated on an annual basis.

4. Actions taken to assess and address modern slavery risks

Practices and policies: Netflix's global practices and policies apply to the Netflix Group. During the Reporting Period, Netflix continued to make clear that it is committed to ensuring that personnel are treated with dignity and respect. Exploitation relating to the use of forced, indentured or compulsory labour, deprivation of liberty, including any form of human trafficking, or other forms of physical, mental or economic exploitation of individuals is not tolerated or condoned. Netflix codifies this position in its global practices and policies, which include our Human Rights Policy and Code of Ethics.

Netflix's Human Rights Policy explicitly states that Netflix does not tolerate or condone modern forms of slavery, either in our own business or in our supply chains. In addition, our Code of Ethics sets out expectations applicable to Netflix directors, officers and employees designed to deter wrongdoing (for example, through a requirement to comply with all applicable laws, rules and regulations) and promote honest and ethical conduct. Any known misconduct that violates this Code of Ethics must be reported and may result in disciplinary action such as termination of employment.

Netflix's Human Rights Policy and Code of Ethics form part of our practices and policies that employees receive and acknowledge during their Netflix onboarding. Our practices and policies are also available to all Netflix Group employees on the Netflix intranet, and all Netflix Group employees receive annual reminders about Netflix's practices and policies from our legal teams.

Additionally, Netflix's Supplier Code of Conduct (**Supplier Code**) establishes expectations for our suppliers to conduct their business operations ethically and in compliance with all applicable labour laws. The Supplier Code expressly states that Netflix does not tolerate or condone the use of forced, indentured or compulsory labour, or deprivation of liberty, including any form of human trafficking or other forms of physical, mental or economic exploitation of individuals by our suppliers. If Netflix becomes aware of any instances of modern slavery, we will work with the relevant supplier to remedy the issue. If the issue is not appropriately ameliorated by the supplier, Netflix may terminate its relationship with the supplier on the basis of non-compliance with the Supplier Code.

Internal reporting: During the Reporting Period, Netflix's internal confidential reporting policy provided a number of channels for Netflix Group employees to report concerns, including a confidential and anonymous ethics hotline. Under these reporting channels, Netflix Group employees may submit reports, including concerns relating to modern slavery risks. Netflix prohibits retaliation against reports made in good faith.

Screening and due diligence: During the Reporting Period, Netflix used due diligence tools to identify relevant information about third parties that the Netflix Group considered contracting with (including suppliers). Available data obtained from this process typically includes red flags such as reports of associated modern slavery risks, sanctions, criminal cases, regulatory inquiries and penalties, litigation, bankruptcy, liens and judgments, potential conflicts of interest, political exposure and adverse media. Information on other operational and reputational risk factors can also be obtained (as required) based on the risk associated with the scope of the proposed arrangement and locations involved. We continuously monitor for new alerts relating to any key third parties that we have engaged.

Ongoing education: During the Reporting Period, and in preparing for this Joint Statement, we educated key stakeholders in relevant parts of the Netflix Group about modern slavery issues and risks. This education process occurs by conducting interviews and training with relevant executives. This process forms part of our annual global assessment of modern slavery risks in our operations and supply chain and our review of applicable practices and policies.

Remediation: If any of the Netflix Group entities become aware of an actual or suspected incident relating to modern slavery in our operations or supply chain, we will take appropriate investigatory, and where necessary, remedial action. Such action could include seeking to understand the cause of the issue and working with the relevant party to mitigate any harm and avoid similar issues in the future.

Human Rights Statement: Netflix's Human Rights Statement, which applies to all Netflix entities (including the Netflix Group), sets out our commitment to respect internationally recognised human rights (as defined in the International Bill of Human Rights). This Human Rights Statement explicitly states that Netflix respects labour, health and safety rights throughout our supply chains (including production, consumer products and indirect suppliers).

***Annual risk assessment*:** We conduct an annual global review of our business to assess and address areas of modern slavery risk across the operations and supply chains of Netflix, including the Netflix Group. A review was conducted for the Reporting Period (as further set out in section 3 above). Following the conclusion of this annual risk assessment, we take steps to assess the effectiveness of the actions being taken by Netflix to assess and address the risks of modern slavery practices in its operations and supply chains (as further detailed in section 5 below).

5. Assessment of effectiveness

Netflix assesses the effectiveness of actions taken to identify and address modern slavery risks in the business operations and supply chains of the Netflix Group primarily by conducting its annual global modern slavery risk assessment. This assessment was last completed in the quarter following the end of the Reporting Period. Following this assessment, we prepare a report on our findings which is shared with, and reviewed by, the leadership teams and/or executives (i.e. where there is no leadership team in place), of the relevant Netflix Group entities.

This assessment includes the following:

- tracking the progress of commitments made by the Netflix Group in response to our assessment of modern slavery risks across our operations and supply chain (including in this Joint Statement);
- reviewing all reports made during the Reporting Period that concern modern slavery issues or risks;
- reviewing the need for targeted modern slavery training of business functions and staff members that frequently engage with suppliers;
- reviewing the need for input from external experts or advisors to assist with assessing and addressing modern slavery risks in our operations and supply chains; and
- reviewing whether our screening and due diligence procedures continue to meet our expectations for identifying potential modern slavery risks in our existing and prospective supply chains.

We acknowledge that assessment of the effectiveness of the identification and management of modern slavery risks associated with our business is an ongoing process which requires the continual review, adjustment and strengthening of our actions. Netflix is committed to reviewing our approach to minimising the risk of modern slavery occurring in the operations and supply chains of the Netflix Group, and expects to build upon our practices as appropriate over time to mitigate modern slavery risks.

6. Consultation

The development of this Joint Statement was led by our Global Ethics and Compliance team who consulted with, and obtained input from, key personnel from the Reporting Entities.

During the Reporting Period, Netflix Australia consulted with each of the other Reporting Entities (excluding NF Ocean which has no physical operations or assets) and Netflix Animation Studios. This consultation took place through our annual modern slavery risk assessment process, which included targeted engagements and meetings with relevant personnel in connection with the preparation of this Joint Statement and the review of our progress in addressing modern slavery risks.

The consultation also involved meeting with senior executives across the Netflix Group and actively sharing insights and learnings on modern slavery risk management, including with the Netflix ANZ Leadership Team and Netflix Animation Studios Core Leadership Team, which both reviewed this Joint Statement prior to its approval.

In accordance with the Act, the Boards of each Reporting Entity have also reviewed and approved this Joint Statement.

7. Approval and signatures

Following individual consideration by the Board of each of the Reporting Entities, and joint appraisal of the Netflix Group's modern slavery risks and mitigations, this Joint Statement was approved by the Board of Netflix Australia, NF Digital and NF Ocean on 18 June 2026.

Signed by:

Reg Thompson

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Reg Thompson
Company Director of
Netflix Australia Pty Ltd, NF Digital Land Pty Ltd and NF Ocean Productions Pty Ltd
Date: 18 June 2026