



Modern Slavery Statement

For the year ending 31 December 2020

1 Introduction

This is the first Modern Slavery Statement issued by Are Media Pty Limited (ACN 053 273 546) (**Are Media, we, our**) under the *Modern Slavery Act 2018* (Cth). This statement is for the year ending 31 December 2020. It is issued on behalf of Are Media and its related bodies corporate (**Are Media Group**).

A respect for human rights is inherent in the way in which we conduct ourselves and we recognise that freedom from servitude is a fundamental human right. We are committed to appropriately mitigating modern slavery risks within and expect high standards of human rights performance across our operations and supply chain.

2 Structure and operations

Are Media is the principal operating entity within the Are Media Group. We are privately held and have approximately 700 staff.

We are Australia and New Zealand's leading premium content and experiences company. We captivate six in ten Australian women each month through our storytelling across brands including *The Australian Women's Weekly*, *Better Homes & Gardens*, *Woman's Day*, *Marie Claire*, *TV WEEK*, *New Idea*, *Now to Love*, *Australian Gourmet Traveller*, *BEAUTY/crew* and *ELLE*.

We operate in Australia and New Zealand with our head office in Sydney and offices in Melbourne, Brisbane and Auckland.

Key activities of our operations include:

- (a) production, publication and sale of magazines and cook books through newsagents, supermarkets and transit and petrol and convenience outlets;
- (b) production and communication of digital content across websites operated by us;
- (c) conduct of events associated with our publications and brands;
- (d) sale of advertising and sponsorship opportunities in connection with our print and digital publications and events;
- (e) sale of content through syndication arrangements; and
- (f) magazine subscription management, including providing magazine subscription management services to third parties.

3 Supply chains

Are Media's principal supply chains are as follows.

- (a) Paper from paper mills located in Australia, Europe, the United States and China.
- (b) Printing services from printers in Australia and New Zealand, with limited printing services also acquired from printers in China.
- (c) Distribution services from distributors in Australia and New Zealand (with minimal distribution in other countries).
- (d) Content and trade mark licensing from other publishers, picture agencies and other entities engaged in the licensing of content, which are principally located in Australia, New Zealand, the United States and Europe.
- (e) Services of freelance writers, photographers, models, stylists and hair and make-up artists who are principally located in Australia or New Zealand.
- (f) Pre-press services from a supplier in India.
- (g) Marketing and retail merchandising services from suppliers located in Australia and New Zealand and promotional merchandise from suppliers principally located in China.
- (h) Advertising (where we are advertising our own brands and products outside of our print and digital publications) and production of advertising content from media companies located in Australia and New Zealand.
- (i) Call centre services from a supplier located in the Philippines.
- (j) Research services from suppliers located in Australia and New Zealand.
- (k) Standard office equipment, including stationery, IT equipment and office paper from suppliers located in Australia and New Zealand.
- (l) Travel providers, who are typically commercial airlines, and accommodation providers.
- (m) Broadband, web hosting and telephony services from suppliers located in Australia and New Zealand.
- (n) Professional services, including consulting, financial and legal advisors from suppliers principally located in Australia and New Zealand.

4 Risks of modern slavery practices in our operations

Are Media considers that, having regard to the nature and location of our operations, there is a low risk of modern slavery practices in our operations.

The vast majority of our staff and contractors are skilled and well-educated professionals located in Australia and New Zealand and are people with a secure right to live and work in those countries. They are not, therefore, from vulnerable groups where modern slavery is a risk.

We have appropriate workplace management policies and practices. Along with our experienced and capable managers, supported by our People and Culture and Payroll teams, those policies

and practices ensure appropriate recruitment and management of employees, including compliance with minimum remuneration requirements.

We do not regularly work with children. To the extent that we involve children in photo shoots undertaken by us, we conduct those photo shoots in accordance with regulatory requirements (including those overseen by the NSW Office of the Children's Guardian) and typically engage those children through reputable talent agencies.

5 Risks of modern slavery practices in our supply chains

5.1 General

Are Media consider that, having regard to the nature and location of our operations and the profile of our suppliers, there is a low risk of modern slavery practices in the majority of our supply chains.

As noted at section 3, our suppliers are predominantly located in Australia and New Zealand, being countries with a low risk of modern slavery. Moreover, our suppliers are typically substantial, reputable entities with which we have had long-term relationships and in whom we have a high level of trust.

5.2 Suppliers of printing services and paper

Printing services and paper acquired from suppliers in China may carry an elevated risk of modern slavery. We have no reason to believe that any of our suppliers of printing services and paper are engaging in modern slavery practices.

Since 2010 Are Media has been certified for Chain of Custody under both the FSC® (Forest Stewardship Council) and PEFC™ (Programme for the Endorsement of Forest Certification) schemes. Both of those schemes include requirements relating to health, safety and labour issues that are based on the ILO Declaration on Fundamental Principles and Rights at Work (1998), including by requiring that certified organisations demonstrate that forced labour is not used.

5.3 Other suppliers

The supply chains for the following other goods and services acquired by us may carry an elevated risk of modern slavery. We have no reason to believe that any of our suppliers of those goods and services are engaging in modern slavery practices.

- (a) Pre-press services acquired from a supplier in India.
- (b) Promotional merchandise acquired from suppliers in China.
- (c) Call centre services acquired from a supplier in the Philippines.
- (d) IT equipment acquired from suppliers in Australia and New Zealand who, in turn, acquire such equipment from overseas suppliers.
- (e) Cleaning services acquired from suppliers in Australia and New Zealand.

6 Actions taken to assess and address modern slavery risks

Are Media has a number of processes and practices in place to assess and address modern slavery risks in our operations and supply chains.

Within our business, we have People and Culture, Finance, Payroll and Legal professionals whose roles include ensuring compliance with laws and with our processes and practices.

We are a buyer member of Sedex, which is a leading ethical trade membership organisation that works with businesses to improve working conditions in global supply chains. Through Sedex we have access to and utilise a number of tools that assist in tracking information on modern slavery within our supply chains.

Our standard agreements for the supply of goods and services incorporate provisions relating to ethical supply, including in relation to modern slavery. Material contracts require sign-off from senior management or our board. That sign-off process includes consideration of risks associated with the contract, which could include risks relating to the identity or operations of the counterparty.

We have adopted a whistleblower policy to help deter wrongdoing relating to our operations, by encouraging disclosure of wrongdoing and ensuring that anyone who makes a disclosure can do so safely, securely and with confidence that they will be protected and supported. Eligible whistleblowers under the policy include an individual who supplies goods or services to us (whether paid or unpaid) or an employee of a supplier.

7 How the effectiveness of these actions is assessed

As a practical matter, it is not possible for us to fully investigate the activities of all of suppliers. For example, we do not have the ability to influence the downstream operations of suppliers of IT equipment and rely on the practices of our local suppliers in this regard.

In respect of our printing services and paper supply chains, our FSC/PEFC certification (described at section 5.2) gives us significant confidence that we have appropriately mitigated risks of modern slavery.

In respect of our operations and other supply chains, having regard to the low risks of modern slavery, we do not, at this stage, have formal processes in place to assess our effectiveness in addressing modern slavery risks. We will review the need for such a formal assessment on an ongoing basis.

8 Process of consultation with any entities we own or control

As the principal operating entity of the Are Media Group, Are Media has the necessary knowledge and control of the Are Media Group's operations to prepare this statement. To the extent required, the staff of Are Media involved in the drafting of this statement have consulted with necessary operational areas across the Are Media Group to gather the information relevant to the preparation of this statement.

9 Further steps

Are Media recognises the importance of appropriately addressing modern slavery risks within its operations and supply chain. We will review our processes and practices as they relate to such risks on an ongoing basis.

10 Approval

This statement was approved by the Board of Are Media on 4 June 2021.



Jane Huxley
Chief Executive Officer

25 June 2021