



# Modern Slavery Statement

For the year ending 31 December 2022

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## 1 Introduction

This statement is made by Are Media Pty Limited (ACN 053 273 546) (**Are Media, we, our**) under the *Modern Slavery Act 2018* (Cth) for the year ending 31 December 2022. It is made 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, we recognise that freedom from servitude is a fundamental human right, and that eradication of modern slavery is a collective responsibility of businesses and individuals. We are committed to mitigating modern slavery risks within, and expect high standards of human rights performance across, our operations and supply chain.

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## 2 Structure and operations

Are Media is the principal operating entity within the Are Media Group. We are privately held and have approximately 850 staff.

We are the leading omnichannel content company for Australian and New Zealand women. We captivate one in two Australian women each month through our storytelling across brands both in print and online including *The Australian Women's Weekly*, *Better Homes & Gardens*, *Home Beautiful*, *Woman's Day*, *Marie Claire*, *TV WEEK*, *New Idea*, *That's Life*, *Take 5*, *Gourmet Traveller*, *BeautyHeaven.com.au*, *BEAUTYcrew.com.au*, and *ELLE.com.au*.

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

Our core business operations are:

- (a) production, publication and sale of magazines and cook books through newsagents, supermarkets and transit and petrol and convenience outlets;
- (b) distribution of magazines, cookbooks and other products to retail outlets, including providing distribution services to third parties including third party publishers;
- (c) production and communication of digital editorial and commercial content across websites operated by us;
- (d) management of e-commerce marketplaces on websites operated by us;
- (e) conduct of events associated with our publications and brands;

- (f) sale of advertising, sponsorship and affiliate marketing opportunities in connection with our print and digital publications and events;
- (g) sale of content through syndication and licensing arrangements; and
- (h) magazine subscription management, including providing magazine subscription management services to third parties.

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### **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) Third party magazines, books and other products from the UK and the United States for distribution in Australia and New Zealand.
- (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, artists, 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.
- (h) promotional merchandise from suppliers principally located in China.
- (i) 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.
- (j) Call centre services from suppliers located in the Philippines.
- (k) Research services from suppliers located in Australia and New Zealand.
- (l) Standard office equipment, including stationery, IT equipment and office paper from suppliers located in Australia and New Zealand.
- (m) Travel providers, who are typically commercial airlines, and accommodation providers.
- (n) Logistics and transport (trucking) services from suppliers located in Australia and New Zealand, and shipping of paper and publications (magazines and books) from international destinations such as Asia, Europe and the United States;
- (o) Broadband, web hosting, and SaaS products from suppliers located in Australia, New Zealand and the USA.
- (p) Telephony, electricity and water supply services from suppliers located in Australia and New Zealand.

- (q) Office commercial cleaning services and waste disposal services from suppliers located in Australia and New Zealand;
- (r) Professional services, including consulting, financial and legal advisors from suppliers principally located in Australia and New Zealand.

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#### **4 Risks of modern slavery practices in our own operations**

Are Media considers that, having regard to the nature and location of our owned and controlled operations, there remains a low risk of modern slavery practices within 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, including grievance procedures, a whistleblower policy and a Code of Conduct. 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. In addition, we have well-established relationships and Enterprise Agreements with the two major employee unions relevant to our operations, being the Media Entertainment and Arts Alliance in respect of journalists, and the United Workers Union in respect of our distribution warehouse staff.

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.

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#### **5 Risks of modern slavery practices in our supply chains**

##### **5.1 General**

Are Media considers 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 in the industry in which we operate. 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, pre-press services, paper and products**

Printing services and paper acquired from suppliers in China, pre-press services acquired from a supplier in India, and products acquired from suppliers in China and other countries with higher incidences of modern slavery may carry an elevated risk of modern slavery. We have no reason to believe that any of our suppliers of printing services, pre-press services, paper or products 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 in print and paper supply chains 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. Audits are conducted regularly and in 2022 Are Media's operations were audited under both schemes with a particular focus on involuntary labour, child labour, discrimination and freedom of association. Are Media met all of the audit requirements and remains certified under those schemes.

### **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) Promotional merchandise and products acquired from suppliers in China.
- (b) Call centre services acquired from suppliers in the Philippines.
- (c) IT equipment acquired from suppliers in Australia and New Zealand who, in turn, acquire such equipment from overseas suppliers.
- (d) Cleaning services and waste disposal services acquired from suppliers in Australia and New Zealand.

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## **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.

We have in place 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.

To support the operation of our whistleblower policy, we have adopted a policy regarding modern slavery compliance as part of our Code of Conduct. 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 policies.

We are a buyer member of Sedex, which is a leading ethical trade membership organisation providing Environmental, Social and Governance consultancy services. Significantly, Sedex 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. When engaging with new suppliers in our production and operations divisions, we consider various factors including Sedex membership.

Our standard agreements for the supply of goods and services incorporate provisions relating to ethical supply and 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, such as risks relating to the identity or operations of the counterparty.

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**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 our 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 those supply chains.

In respect of our operations and other supply chains, having regard to the low risks of modern slavery, the processes we have in place to assess our effectiveness in addressing modern slavery risks are appropriate to the risk profile of this business. We will continue to assess the effectiveness of these processes on an ongoing basis.

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**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.

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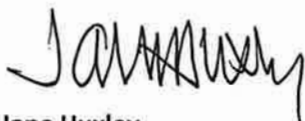
**9 Further steps**

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

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**10 Approval**

This statement was approved by the Board of Are Media on 25 May 2023.



**Jane Huxley**  
Chief Executive Officer

**25 May 2023**