



Statement:	<b>NEP-GTV HOLDCO PTY LTD</b>
Implemented:	<b>Modern Slavery June 2022</b>
Next Review Date:	<b>June 2023</b>
Related Policies:	<b>NEP Anti-slavery and Child Labour Policy</b> <b>NEP Whistleblower Policy</b>

## **Introduction**

This statement is made in accordance with the Modern Slavery Act 2018 (Cth) (**Modern Slavery Act**) and sets out the steps that NEP-GTV HoldCo Pty Ltd ACN 167 517 660 (**NEP-GTV**) has taken to ensure that modern slavery is not taking place in our business or supply chains. This statement applies to NEP-GTV and NEP Australia Pty Ltd (NEP Australia) (which for statutory reporting purposes, is consolidated into NEP-GTV HoldCo Pty Ltd's audited financial statements) both of which are reporting entities for the purpose of the Modern Slavery Act.

## **Our Organization's Structure, Operations & Supply Chains**

NEP-GTV and NEP Australia are part of the NEP Group, an international group of companies offering a variety of equipment, services and media solutions to the broadcast and live event industries around the world, with offices in more than 24 countries. NEP Group, Inc, the parent company of the Group, is headquartered in the United States.

NEP-GTV's and NEP Australia's operations in Australia include, amongst other things, outside broadcasts for live sports, studio production, host broadcast support, production services, streaming services, systems integration, centralized production and LED screens for indoor and outdoor events. The global nature of the NEP Group's business means that our supply chain is extensive and varied. Relevant to the Australian reporting entities, the supply chain includes:

- Suppliers of media and entertainment content including television broadcasters, production companies and content creators for digital platforms and television; and
- Third-party suppliers of goods and services including manufacturers of technical equipment, office supplies and equipment, IT and hardware, cleaning and maintenance, and professional services.

Where possible, we use preferred suppliers for both our equipment and services requirements, carrying out due diligence and seeking to include appropriate contractual terms in supply contracts.

For NEP-GTV and NEP Australia, the majority of direct suppliers are located in Australia, however as part of the NEP Group, Inc group of companies, several suppliers in the areas of technical equipment are sourced internationally. Relevant to the Australian entities, those suppliers are located mainly in Japan, Europe and China.

## **Risks of Modern Slavery Practices in our Operations and Supply Chains**

NEP Australia is the only reporting entity for the purposes of the Modern Slavery Act that enters into contracts for the provision of goods and services and is the relevant reporting entity in receipt of third-party services.

NEP Australia recognises that certain suppliers in the equipment manufacturing sector are at a higher risk generally of utilising forced labour practices, particularly given some of the offshore suppliers are in jurisdictions known for having a higher risk of modern slavery practices, particularly in Asia.

## **Actions Taken to Assess and Address Risks of Modern Slavery**

The NEP Group is committed to continuing to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. It does so, by implementing policies that are aimed at combating modern slavery. It is working towards additional checks within the business including due diligence on relevant suppliers and training for relevant staff.

## **Our Policy on Slavery and Human Trafficking**

Our global anti-slavery policy reflects our commitment to act ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls with a view to ensuring that there is no slavery or human trafficking anywhere in our supply chains. These aims are supported by many of our existing policies including those relating to ethical conduct and equality and diversity. Indeed, in 2020 NEP released an update to the NEP Code of Ethics and Business Conduct Policy, NEP Bribery Policy, NEP Sanctions and Money Laundering Policy and a new NEP Competition Law Policy. Training on these Policies has been delivered by our Chief Compliance Officer and the compliance team. All of these Policies were also translated into relevant local languages. Further, in the UK Modern Slavery remains a topic in our Company Legal and HR Guide in the UK, Spain, Ireland and the Middle East. In addition, a NEP Whistleblowing Policy, with an externally managed anonymous hotline, has been embedded to allow employees and third parties to anonymously report wrongdoing in complete confidence.

Further, NEP has a succinct Integrity and Compliance Guide which also applies to third parties that we work with.

## **Assessing Effectiveness of Actions Being Taken to Assess and Address the Risks of Modern Slavery Practices**

Following a review of the effectiveness of the steps we have taken in the last financial year to ensure that there is no slavery in our supply chains we intend to implement a Legal Guide for Suppliers which will, amongst other issues, address Modern Slavery directly.

## **Consultation**

This statement has been prepared in consultation with the entities with whom we make this joint statement, being NEP-GTV and NEP Australia. Noting that NEP-GTV is a holding company and does not enter into contracts for the provision or receipt of goods and services itself, this statement has primarily been prepared by members of NEP Australia Senior Management and the Regional General Counsel. It has been approved by NEP Senior Management.

## **Future Developments**

The NEP Group is continuing to develop additional policies, contractual requirements, procedures and training with a view to eradicating modern slavery in its supply chain. We continue to improve our due diligence procedures and to raise awareness of modern slavery among our colleagues and partners. We shall continue to reinforce our business ethics generally, including in respect of bribery and competition law as part of our Integrity and Compliance Program. In 2022, NEP is expanding its work on Modern Slavery and Human Trafficking by adding the topic to its Integrity and Compliance Program, ensuring that Regional Business teams are reporting on compliance each year and that any risk is assessed by the board as part of its annual monitoring. It is also planned to release a Legal Guide for Suppliers which will include Modern Slavery as a topic. Furthermore, in 2022 NEP plans to carry out work with its business in Australia to ensure compliance with Modern Slavery laws, as well as other important integrity and compliance topics such as bribery, competition and data privacy.

This statement is approved by board of directors of NEP-GTV and NEP Australia, by way of resolution.



Soames Treffry  
CEO of NEP Australia Pty Ltd, and Director of NEP-GTV HoldCo Pty Ltd and NEP Australia Pty Ltd

Date: 29 June 2022