

NEWS



RADIO



BROADCASTING



Nine

Modern Slavery Statement 2020



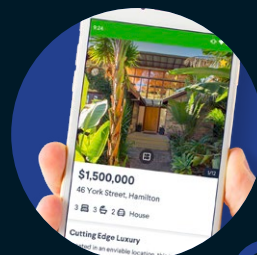
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Modern Slavery Statement 2020

1. Introduction

This is the first Modern Slavery Statement issued by Nine Entertainment Co. Holdings Limited ACN 122 203 892 (**Nine**), under the *Modern Slavery Act 2018* (Cth). This statement is for the year to 30 June 2020. It is issued on behalf of Nine and its related bodies corporate (**Nine Group**), other than Domain Holdings Australia Limited ACN 094 154 364 and its subsidiaries¹.

2. Nine's Structure and Operations

The Nine Group is Australia's largest, locally owned, media company, with investments spanning television, video on demand, print, digital and radio. The Nine Group's assets include the Nine television network, video on demand platform 9Now, radio stations 2GB, 3AW, 4BC and 6PR, major mastheads in *The Sydney Morning Herald*, *The Age* and *The Australian Financial Review*, digital properties such as nine.com.au, 9Honey, PedestrianTV and CarAdvice, subscription video platform Stan, and a majority investment in Domain.

Key activities of the Nine Group's operations include the production and distribution of content (across multiple platforms and genres of content), the acquisition of content produced by third parties, and the sale of advertising inventory and sponsorships. Nine is a participant in a number of joint ventures which provide operational services to the Nine Group, including playout, transmission and news helicopters for the television business, and content licensing services for the publishing business. It is also a member of a number of industry bodies, including The Premium Content Alliance, FreeTV, Commercial Radio Australia, the Australian Press Council and Freeview.

The Nine Group operates across Australia, with primary operations in Sydney, Melbourne, Brisbane, Perth, Adelaide, Darwin and Newcastle, as well as having a sales office in New Zealand, and news bureaus in a number of locations around the world including the USA, Indonesia and the United Kingdom. Nine has approximately 4,500 employees.

Nine is the ultimate holding company of the Nine Group, with its headquarters located in Sydney. It is a public company, incorporated in Australia and listed on the ASX.

The Nine Group's annual revenue for the year to 30 June 2020 was \$2.17 billion.

The Nine Group operates under broadly common policies and processes and its operations are within the same, broad, media sector. As such, it is appropriate to provide a single statement for the Nine Group. As the ultimate holding company of the Nine Group, Nine has the required knowledge of the group's operations to prepare this statement. Staff involved in the preparation of this statement have consulted with necessary business operation areas to gather the necessary information to prepare this statement on behalf of the Nine Group.

3. Our Supply Chains

Our supply chains include:

- Suppliers of content across Nine's business, which include large international studios providing content produced for international distribution, large international producers who are commissioned to produce local content for Nine, small local content houses, freelance writers, performers and contributors;
- Sporting bodies from whom Nine acquires content rights;
- Equipment suppliers ranging from specialist broadcast technical equipment and bulk paper supplies for printing to standard office equipment and cars to clothing;
- Licensing agencies and other media companies, which license rights to content such as photographs and audio-visual content to the Nine Group;
- Acquisition of advertising (where Nine is advertising its products and services on platforms outside the Nine Group) and production of advertising content;
- Travel providers, who are typically commercial airlines and accommodation providers;
- Service suppliers, including printing, delivery of newspapers, labour hire businesses who supply specialist services, such as camera operators at outdoor sporting events, and contract cleaning suppliers; and
- Communications services acquired on standard commercial terms.

Nine's suppliers are located in over 40 countries around the world, but, by value of expenditure, are predominantly located in Australia, USA, England, Ireland and the Netherlands. These countries are all rated low for prevalence of modern slavery practices on the last available Global Slavery Index².

4. Nine's Risks of Modern Slavery Practices

The Nine Group considers that the nature and location of its operations means that the risks of modern slavery practices in its supply chains are low.

Our employees are primarily skilled professionals, and so are not from vulnerable groups where slavery is a risk. Nine has appropriate work place management policies and practices, along with skilled managers, to ensure appropriate recruitment and management of employees, including compliance with minimum remuneration requirements.

Nine does not regularly work with children. Where children may feature in programming which Nine is producing, Nine typically engages children through talent agencies, ensuring that the correct remuneration is paid given the work involved and the child's age. Nine is also fully aware of the regulatory requirements relating to working with children, and is committed to complying with applicable requirements, where it is necessary to engage children for such work.

Our operations are in countries with high standards of protection for employees and the rights of individuals. We acquire content from reputable producers who also primarily operate in countries with equivalent protections for employees

1. Domain Holdings Australia Limited has prepared a separate Modern Slavery Statement for the operations of that group of companies.

2. <https://www.globallslaveryindex.org/>

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and other individuals. Our other primary suppliers across all categories of goods and services are also located in Australia or in other countries which do not pose a high degree of risk of modern slavery practices.

Where Nine has contracted with a third party to produce programming solely for Nine, Nine will have staff closely involved in the production, giving a first hand ability to identify any concerns about the way in which the production is being undertaken. This gives Nine confidence in this part of its supply chain.

5. Due Diligence Processes for Modern Slavery

There are a number of policies, processes and practices across Nine which minimise the risk of Nine contributing to modern slavery practices.

The Nine Group generally obtains goods and services from suppliers who are reputable, substantial commercial entities. Nine has often dealt with those suppliers over many years, which provides Nine with confidence in the quality of their operations.

The Nine Group has HR, risk, finance and legal teams whose roles include ensuring compliance with laws and internal policies and processes across the business.

The Nine Group has adopted a whistleblower policy, which provides for protection to whistleblowers and for the investigation of any disclosures made under that policy. Nine has appointed an external supplier to receive reports made under Nine's whistleblower policy, to provide an independent avenue for concerns to be raised about Nine's treatment of employees or suppliers. This facility is available to Nine's suppliers, as well as employees.

Any material contracts need sign off from senior management of Nine. This approval process includes consideration of risks relating to a contract, which could include risks relating to the identity or operations of the counterparty.

It is not possible for Nine to fully investigate all activities of its suppliers, as Nine does not have a practical ability to influence the way in which, for example, suppliers of technical equipment manage their own supply chains.

6. Our Effectiveness in Addressing Slavery

The Nine Group does not currently assess its effectiveness in addressing slavery practices, given the low risks of slavery practices which have been identified to date. The processes described above provide a method of managing the risks so further steps to assess effectiveness have not been considered necessary at this stage. The Nine Group will continue to review this from time to time.

7. Further Steps

Nine will continue to review its operations, including the procurement of goods and services, to identify whether there are risks relating to modern slavery in such procurement which Nine can mitigate. Nine will also consider:

- adopting a supplier code of conduct;
- incorporating terms into supply agreements which provide assurance that suppliers are aware of and comply with modern slavery obligations; and
- reviewing any reporting by major suppliers of goods and services, to assess whether they are appropriately mitigating modern slavery risks.

8. Approval

This statement was approved by the Board of Directors of Nine Entertainment Co. Holdings Limited, as the parent company of the Nine Group, on 26 August 2020.



Hugh Marks
Chief Executive Officer
Nine Entertainment Co. Holdings Limited

26 August 2020