



Modern Slavery Statement

— 2025

Nine Entertainment Co.

ABN 60 122 203 892

nineentertainment.com.au

A message from our CEO

Bringing people together is at the heart of what Nine does. One of our stated values, which informs the way we work, is “Keep it Human”. This includes operating ethically and ensuring the rights and safety of our own people, and those we work with, are protected. Consistent with Nine’s purpose and values, we are actively working to identify and address the risks of modern slavery in our operations and supply chain.

Our FY25 Modern Slavery Statement details our progress and our commitment.

Matthew Stanton
Chief Executive Officer and Director



Modern Slavery Statement 2025

1. Introduction

This is the Modern Slavery Statement (**Statement**) issued by Nine Entertainment Co. Holdings Limited ACN 122 203 892 (**Nine**), as the reporting entity under the *Modern Slavery Act 2018 (Cth)* (the **Act**) for the year to 30 June 2025. 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 subsidiaries (**Domain**)¹.

Nine is the ultimate holding company of the Nine Group, headquartered in Sydney. It is a public company, incorporated in Australia and listed on the ASX. For the purposes of this Statement, all of the assets of the Nine Group are treated as those of the group and, for clarity, all the entities that comprise the Nine Group, other than Domain and its subsidiaries, are covered by this Statement.

The purpose of this Statement is to assess, address and demonstrate Nine's responsibility under the Act and, more importantly, to assist in the promotion of human rights. Whilst confident its business operations and supply chain do not pose a high risk of exposure or opportunities for modern slavery, Nine recognises its responsibility within its supply chain and is constantly seeking to enhance its corporate contribution.

Nine's commitment to human rights

Nine is committed to respecting and upholding the human rights of our people and any other individuals we are in contact with. We acknowledge that our commitment to human rights will support our future success as a responsible business.

Nine recognises that it is a part of the communities in which we operate, where we produce the content, or where our people, suppliers and partners live and work. Nine's commitment has been demonstrated through our Nine Cares activities. Nine knows that to succeed, we must commit to upholding respect for human rights and that includes ensuring modern slavery risks are identified and, where possible, addressed.

At Nine, our approach to human rights is guided by international frameworks and standards. We have modelled Nine's policies upon best practice in our industry. Nine's commitment is reflected in the following policies (some of which can be found at nineforbrands.com.au/corporate-governance-2):

- Code of Conduct
- Diversity and Inclusion Policy
- Workplace Harassment, Discrimination and Bullying Policy
- Work Health and Safety Policy
- Whistleblower Policy (which also provides an avenue for suppliers to raise issues with Nine)
- Supplier Code of Conduct

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

2. Nine's structure, operations and supply chain

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 includes the following wholly owned subsidiaries:

- Nine Network Australia Pty Ltd (ACN 008 685 407) which is responsible for its television operations, which operate as part of the 9Network. This comprises its television channels 9, 9HD, 9Go!, 9GEM, 9Life and 9RUSH;
- Nine Digital Pty Ltd (ACN 077 753 461) which operates Nine's Broadcast Video on Demand service 9Now and digital properties such as nine.com.au;
- Fairfax Media Publications Pty Ltd (ACN 003 357 720) which, directly or through other subsidiaries, publishes the major mastheads *Australian Financial Review*, *The Sydney Morning Herald* and *The Age*;
- Nine Radio Pty Ltd (ACN 063 906 927) which operates its radio operations including its radio stations 2GB, 3AW, 4BC and 6PR;
- Stan Entertainment Pty Ltd (ACN 168 856 924) which operates the subscription video platforms Stan and Stan Sport;
- Pedestrian Group Pty Ltd (ACN 112 839 568) which operates youth-orientated digital properties including pedestrian.tv and Pedestrian JOBS; and
- Caradvice.com Pty Ltd (ACN 116 608 158) which operates drive.com.au, a digital publisher.

In FY25, the Nine Group included a majority investment in Domain. However, this investment will be divested on 27 August 2025. Domain is not included as part of this Statement, and its Modern Slavery Statement can be found at: domain.com.au/group/esg/governance.

More information about Nine can be found in our most recent Annual Report (which can be found at nineforbrands.com.au/investors/financial-reports/).

Our operations

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 broadcast 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 FreeTV, Commercial Radio & Audio, 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 bureaux in a number of locations around the world including the USA, Indonesia, and the United Kingdom. Nine has approximately 4,100 employees, the majority of whom are based in Australia.

The Nine Group's annual revenue for the year to 30 June 2025 was \$2.6 billion.



Our supply chains

Our supply chains involving our direct (**tier 1**) suppliers can be broadly grouped as content, goods/equipment and services.

Content

- acquires licensed and commissioned content from an array of suppliers including major studios and distributors, production companies and independent content houses;
- engages freelance writers, performers and contributors who contribute to Nine's audio-visual, digital and published content;
- acquires content rights from Australian and international sporting bodies;
- licenses content such as photographs from various licensing agencies and other media companies; and
- acquires advertising (where Nine is advertising its products and services on platforms outside the Nine Group) and production of advertising content;

Goods and equipment

- acquires goods ranging from specialist broadcast technical equipment and bulk paper supplies for printing newspapers to standard office equipment and cars to clothing, merchandise used for promotional purposes and props for television programs;

Services

- acquires technology and communications services on standard commercial terms; and other specialised services such as professional or broadcast services and non-core, repeatable services, such as some finance operations; and
- acquires other services such as printing, delivery of newspapers, specialist services such as camera operators at outdoor sporting events, building management, security and contract cleaning; from a range of specialist suppliers and from labour hire businesses as appropriate.

Nine's suppliers are located in over 34 countries around the world, but, by value of expenditure, are predominantly located in Australia, USA, Switzerland, Singapore, United Kingdom and Ireland. These countries are all rated low for the prevalence of modern slavery practices on the last available Global Slavery Index².

3. Nine's risks of modern slavery practices

Nine considers that the nature and location of its operations across the Nine Group mean that the risks of modern slavery practices in its supply chains are low. Similarly, Nine's risk of contributing to modern slavery practices by its suppliers is considered low, based on Nine's review of its major suppliers' assessments of their own modern slavery risks and our knowledge of their operations. Nonetheless, Nine remains committed to taking steps to identify and address potential incidents of modern slavery within the Nine Group or our supply chains.

Risk of modern slavery in our operations

Nine's direct workforce primarily consists of highly skilled professionals, based mainly in office facilities, creating and delivering products (such as newspapers and events) or services (such as sports, entertainment, current affairs and news television programs, and digital publications).

Our employees are predominantly permanent employees who are employed in accordance with local labour laws and paid fairly at market rates. Nine has appropriate workplace management policies and practices, along with skilled managers and access to external advisers, to ensure appropriate recruitment and management of employees, including compliance with minimum remuneration requirements. Consequently, the risk that Nine causes or contributes to modern slavery in its operations are low. There are isolated examples of operations in jurisdictions where labour exploitation risks are higher. To minimise risks associated with overseas workers, Nine ensures its workers are engaged on Australian terms, recognising Australian labour laws and entitlements.

Nine recognises that children account for 12 per cent of all those in forced labour.³ While Nine does not regularly work with children, Nine is committed to the protection of children. Where children may feature in programming that 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.

2. globalslaveryindex.org

3. ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/publication/wcms_854733.pdf

Risk of modern slavery in our supply chains

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 commensurate protections for employees and other individuals. Our other primary suppliers across all categories of goods and services are also located in Australia or in other countries that do not pose a high degree of risk of modern slavery practices. The majority of Nine's annual spend with suppliers occurs within Australia.

While we have some isolated instances of suppliers operating in countries where modern slavery risk is higher, we have put in place measures to monitor the nature of these activities to ensure the risk of slavery is managed. This includes working with known or substantial entities or obtaining advice to ensure that they are being engaged appropriately.

Services Suppliers

A large majority of Nine's spend with third party suppliers is on content production services. Where Nine has contracted with a third party to produce broadcast 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. One area for particular focus in this respect is the way in which participants in broadcast programming are cared for and managed, both during and after the filming of a program occurs. This gives Nine confidence in this part of its supply chain.

Where Nine acquires other ancillary services such as cleaning (which is an area that is identified as being at risk of modern slavery practices in areas such as deceptive recruitment or forced labour), that is done through Australian based contractors who are committed to operating their business in an ethical manner, including ensuring workers are properly treated in all respects.

Product Suppliers

Nine is particularly cognisant of its modern slavery risks relating to its direct suppliers in the key areas of raw products and technology software/hardware which have a heightened risk of modern slavery practices. These are mostly industry-wide risks which reflect the origin of goods from countries with a higher prevalence of modern slavery, and Nine's ability to influence suppliers in this area is limited.

A key raw product that Nine acquires for its Publishing business is paper. Where Nine acquires goods such as newsprint paper (which is an area that is identified as being at risk of modern slavery practices in areas such as deceptive recruitment or forced labour), this is done through reputable suppliers whose operations are in the local Australian and/or New Zealand markets. Nine has reviewed its newsprint paper major suppliers' assessments of their own modern slavery risks and, in this regard, considers that the risk is low with those suppliers.

Other major categories of products purchased across the Nine Group include printing and ink, media/broadcast equipment and technology, including typical workplace software and hardware. Nine recognises that the Information and Communications Technology (ICT) sector poses some level of risk of forced labour in certain regions. There is some inherent risk that our procurement of ICT hardware is linked to modern slavery practices, most prevalent in the raw material extraction, manufacturing and disposal stages. Nine has reviewed its suppliers' own modern slavery statements and is reasonably satisfied that its suppliers mitigate the inherent risk with auditing its supply chain, through implementing prevention processes, and where those suppliers have identified non-conformance, effective remediation procedures and actions.

Extended Supply Chain for Products and Services

Nine is aware that some of its indirect suppliers are based in certain sectors that are recognised as having higher modern slavery risk. Included in those are forestries (paper suppliers), information technology hardware (electronic equipment, instruments and components); and third party labour hire (which Nine may not have visibility over).

Notwithstanding the above, we continue to review our supply chains, enhancing our capability to identify modern slavery risks and improving our supplier due diligence, onboarding and compliance monitoring processes as noted further in this statement.

4. Due diligence processes for modern slavery

Nine recognises the complexity of modern slavery, and the variety of ways in which it can manifest in operations and supply chains. There are a number of policies, processes and practices across Nine that minimise the risk of Nine contributing to modern slavery practices. This includes our Code of Conduct and other relevant policies.

Nine's code of conduct

Nine's Code of Conduct (**COC**) sets out the ethical conduct required of directors, officers and employees, and expected of anyone working on behalf of the Nine Group, including contributors, consultants, agents, contractors and subcontractors.

Our COC promotes lawful and ethical business practices and policies to protect, as far as it is able, workers from being abused or exploited, either within Nine itself or within its global supply chains and asks employees to speak up if they have any concerns about compliance with the COC.

Other policies

The Nine Group has people and culture, risk, finance and legal teams whose roles include ensuring compliance with laws and internal policies and processes across the business. Other relevant policies include Nine's Work Health and Safety Policy, Diversity and Inclusion Policy and Workplace Harassment, Discrimination and Bullying Policy, which are designed to ensure that Nine's business is conducted in accordance with ethical and responsible business practices to reduce the risks of modern slavery practices arising.

Nine consults with senior management of the key business units in the Nine Group, in particular those set out in item 2 of this Statement to increase the awareness of modern slavery risks and in the design of additional measures to the risk in our operations and supply chains.

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.

Supplier code of conduct and procurement policies and processes

Nine has published a Supplier Code of Conduct (**Supplier Code**) that sets out the minimum standards that the Nine Group expects of its suppliers. Nine's approach to third party risk management covers a broad range of risk domains, including modern slavery. Nine expects its suppliers to comply with social, environmental and ethical standards of behaviour, comply with legislation and meet the required standards of the International Labour Organisation (**ILO**) and the Australian Human Rights Commission.

The Supplier Code applies to all entities that supply goods or services to Nine. Nine expects all of its suppliers to ensure that:

- they comply with the Supplier Code;
- their own supply chain complies with Nine's Supplier Code; and
- suitable management systems and processes are implemented to ensure and measure compliance with the Supplier Code.

Under the Supplier Code, Nine's suppliers are expected to engage in appropriate work practices, including:

- not engaging in or tolerating the use of any forced, bonded, or compulsory labour, slavery or human trafficking;
- complying with international and local obligations relating to the employment of children, including adhering to the minimum legal working age in their jurisdiction or the standards set by the ILO; and
- providing fair working conditions for their employees.

Any person who becomes aware of any contravention of the Supplier Code is encouraged to escalate any concern to a dedicated hotline. In addition, Nine's Supplier Code states that Nine can check the supplier's compliance at any time.

Reviewing our suppliers

Nine conducts an annual review of the modern slavery disclosures of the majority of its largest suppliers (noting that not all of them have prepared modern slavery statements) by dollar value as well as those submitted by some of its smaller suppliers in areas such as cleaning, which may be considered higher risk. The review encompasses suppliers from Australia and overseas, and includes sporting bodies, content production and licensing, technology services, professional services, printing and building services. This gives Nine greater visibility and transparency over its supply chain.

Nine may also review supplier practices at different points during the period of Nine's relationship with a supplier. Reviews may occur through initial due diligence, at the point of contracting or renewal, or in some cases, more frequently.

Supplier onboarding process

In FY25, Nine has enhanced its supplier onboarding process, which requires new suppliers to complete a due diligence questionnaire to confirm they have their own modern slavery statement and risk management processes within their operations or supply chains. This questionnaire enables Nine to assess whether suppliers require further risk-based and appropriately proportionate due diligence on those identified as higher risk during the onboarding process. This may involve requiring suppliers, if applicable, to provide regular confirmation to Nine that their workers are properly engaged, particularly if those workers are not providing services in Australia.

Additionally, this questionnaire serves as a supplier register for Nine's finance team to use as a checkpoint, ensuring that no supplier is paid until they have completed the questionnaire and, if required, Nine has conducted any necessary additional due diligence regarding their modern slavery position.

This new onboarding process represents a significant operational improvement in Nine's supplier practices. As of 30 June 2025, we have onboarded over 70 suppliers using this new process.

CASE STUDY: New Supplier

Security services provider

Nine has recently engaged a new supplier for the provision of security related services. This provider completed the due diligence questionnaire during the onboarding process, confirming it is not engaging in modern slavery and also registering the names of all workers who are providing services to Nine. The questionnaire enabled Nine to determine that no additional due diligence steps were required and that the provider had appropriate processes to address areas of concern.

CASE STUDY: Renewal

Cleaning services provider

Nine has recently renewed its agreement with the supplier of cleaning services for its Sydney office which, due to the nature of the services provided, presents a higher risk of modern slavery. As part of the renewal process, Nine ensured that the provider completed the due diligence questionnaire. Nine also has the right to audit the provider's compliance with the agreement to verify that it is not engaging in modern slavery practices.

Remediation

In FY25, Nine has not identified that it has caused or contributed to adverse modern slavery outcomes. Nine continues to encourage employees and third parties to raise any concerns about modern slavery through Nine's whistleblower policy, which provides for protection to whistleblowers and for the investigation of any disclosures made under that policy. An external supplier is available to receive reports made under the whistleblower policy, to provide an independent avenue for concerns to be raised about Nine's treatment of employees or suppliers. Any disclosures received under that policy are investigated by senior staff at Nine and, where appropriate, with the assistance of external advisers. Nine's staff are required to confirm that they have read and understood the whistleblower policy.

Any material contracts require 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, and confirmation of whether the contract includes a requirement relating to notification of modern slavery issues.

Nine requires new supplier contracts to incorporate clauses to address modern slavery risks and require compliance with modern slavery legislation. We appreciate the importance of ensuring compliance within our operations and within our supply chain.

While we acknowledge that it may not be possible for Nine to fully investigate all activities of its suppliers, and in turn, their suppliers, we continue to look for ways to support the promotion of human rights within our operations and our sphere of influence. However, if Nine became aware of instances of slavery practices by any of its suppliers, it would promptly seek to address the issue to determine whether it is appropriate for Nine to continue to deal with that supplier.

5. Our effectiveness in addressing slavery

Nine's most recent review of its largest suppliers' modern slavery disclosures did not identify any material risks of modern slavery in their business practices. Given those suppliers are typically large organisations, which operate in Australia or other countries with comparable legal systems to protect the rights of individuals, that outcome aligned with Nine's expectations of its business partners.

Another way in which the Nine Group continually assesses its effectiveness in addressing slavery practices is through the use of its whistleblower policy, given that it is available to current and former suppliers, as well as employees. There have been no complaints raised through that channel that relate to modern slavery practices.

The due diligence processes described above provide a method of managing the risks, however, we will continue to enhance our capability to identify any risk indicators within our supply chain and our capability to investigate and address any concerns.

During FY25, Nine has:

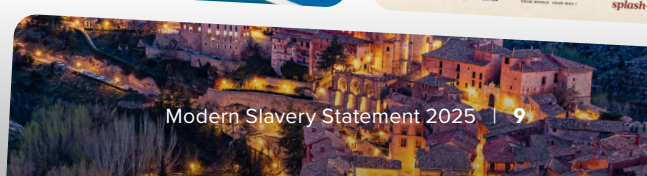
- rolled out a new due diligence questionnaire as part of its supplier onboarding process, requiring vendors who meet a monetary threshold to confirm they have their own modern slavery statement and risk management processes within their operations or supply chains;
- continued to explore additional steps to review and continually improve our supplier onboarding and renewal processes;
- continued to insert standard clauses addressing modern slavery risks in supplier contracts;
- continued to roll out our communications and an education plan including training sessions for employees from across Nine's business who are involved in procurement processes to create awareness of modern slavery and its associated risks within Nine's supply chain; and
- continued to conduct media monitoring relating to modern slavery.

The Nine Group will continue to review our approach and continuously improve our processes to respond to the risks of modern slavery. In FY25, Nine has not received any complaints of any modern slavery issues or notifications from its suppliers of identification of modern slavery practices.

6. Consultation process

Nine consulted with its owned or controlled entities in the development of this Statement. Nine's annual review of modern slavery practices included suppliers from each of the Nine Group members.

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 preparing this statement have consulted with the necessary business operation areas to gather the necessary information from entities owned or controlled by Nine to prepare this statement on behalf of the Nine Group.



7. Additional information

Mandatory Reporting Criteria

The following table provides reference to where within this statement we have addressed the mandatory criteria of the Act.

Mandatory reporting criteria	Where we do this
Identify the reporting entity	Section 1
Describe the reporting entity's structure, operations and supply chains	Section 2
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity it owns or controls	Section 3
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Section 4
Describe how the reporting entity assesses the effectiveness of these actions	Section 5
Describe the process of consultation with any entities that the reporting entity owns or controls	Section 6
Include any other information that the reporting entity, or the entity giving the statement, considers relevant	Sections 8

8. 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.

During FY25, Nine commenced a number of initiatives and will continue to progress these to ensure we can continue to improve our ability to monitor and manage risks within our supply chain including:

- continued enhancement of our procurement and contract management capability;
- continued assessment of our supplier onboarding process including the due diligence questionnaire to ensure it sufficiently considers and addresses key areas of interest for new suppliers;
- rolling out requirements for new suppliers to report on their modern slavery position when onboarding and a process for further assessment if considered as a higher risk supplier; and
- monitoring the federal government's review of the Act and reviewing Nine's policies and processes taking into account the outcome of the review.

We will also continue to:

- operationalise our enhanced supplier onboarding process with new suppliers at the time of renewal to better identify risk and strengthen our supplier engagement around modern slavery;
- conduct further risk-based, proportionate due diligence on suppliers identified as higher risk during the onboarding process;
- consider whether further due diligence steps are required at the point of renewal with existing suppliers;
- regularly require suppliers who have disclosed that temporary workers are engaged in providing services to Nine confirm that the workers remain properly licensed;
- incorporate terms into supply agreements that provide assurance that suppliers are aware of and comply with modern slavery obligations;
- continue to conduct training where necessary on modern slavery and any legislative and operational updates for the business;
- continue to explore greater visibility into Nine's supply chain, particularly in higher-risk categories, to proactively identify and address potential modern slavery risks;
- investigate and potentially implement technology solutions or platforms that can assist in screening and monitoring suppliers for modern slavery risks, to further enhance due diligence processes; and
- identify ways to raise awareness and promote our grievance mechanisms for relevant stakeholders to raise concerns.

9. 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 2025. This statement is signed by Matthew Stanton, Director and CEO of Nine Entertainment Co. Holdings Limited on the date shown below.



Matthew Stanton
Chief Executive Officer and Director

Nine Entertainment Co. Holdings Limited
27 August 2025

