

Foxtel Group

Modern Slavery Statement

Financial Year 2024/2025

**FOXTEL
GROUP**

a DAZN company

FOXTEL

◆ **Hubbl**

BINGE

Kayo
SPORTS

FLASH

FOX
SPORTS

FOXTEL
media

Statement from the Chief Executive Officer

As Australia's leading homegrown sports and entertainment provider, we know that our reputation and the strength of our brands are built on trust and accountability. As part of the DAZN Group, that foundation continues to reflect an unwavering commitment to strong governance, ethical business practices and responsible leadership at every level of our organisation.

Part of our commitment involves the Foxtel Group taking a clear position against modern slavery. This position is supported by company-wide policies and concrete actions, including efforts to ensure that every organisation we work with meets the same standard.

This statement outlines the commitments we have made and the actions we are taking to address the risks of modern slavery in our business and across our supply chain to ensure a fair, ethical and sustainable future for all.



Patrick Delany
Foxtel Group CEO
Director of NXE Australia Pty Limited

1. About this statement

This is the Modern Slavery Statement prepared by the Foxtel Group for the year to 30 June 2025 (FY25) and is published in accordance with the Modern Slavery Act 2018 (Cth). This statement was approved on behalf of the Foxtel Group by the Board of NXE Australia Pty Limited on 20 November 2025.

The Foxtel Group includes NXE Australia Pty Limited (ACN 625 190 990) (the reporting entity) with its registered office at 4 Broadcast Way, Artarmon, NSW, 2064 and each of its subsidiaries (together the "Foxtel Group", "we", "us", or "our").

2. About the Foxtel Group

The Foxtel Group, a DAZN company, is Australia's leading subscription television and streaming company. Through our flagship consumer brands – Foxtel, Kayo Sports, BINGE and Hubbl – we connect millions to the sports and entertainment experiences that they love.

Our portfolio also includes FOX SPORTS Australia, the nation's leading sports production company, and Foxtel Media, our innovative advertising sales business. As part of the DAZN family, the Foxtel Group benefits from global scale, innovation and technology, while maintaining a strong local presence and deep connection to Australian audiences.

The Foxtel Group is committed to upholding the highest standards of ethical conduct and human rights by continually identifying, assessing and addressing modern-slavery risks across our operations and supply chains.

Our structure

Up until 2 April 2025, the Foxtel Group was owned by Telstra (35%) and News Corp (65%).

As of 2 April 2025, the Foxtel Group is wholly owned by DAZN Group Limited, the world's leading sports entertainment platform operating across more than 200 markets. DAZN is a privately owned company founded in 2016 and headquartered in the United Kingdom.

The Foxtel Group formally operated under the News Corp governance and reporting framework up until the DAZN acquisition on 2 April 2025, however the governance and controls were maintained by the Foxtel Group until the end of FY25 while it transitioned to a DAZN company. While now operating under DAZN's overarching governance and reporting frameworks, the Foxtel Group retains independent Australian leadership and operational accountability to ensure local execution of strategic, legal, and regulatory obligations.

Our governance model ensures alignment with DAZN's global compliance standards while maintaining clear oversight of the Foxtel Group's domestic operations. Oversight of modern slavery risk management sits with the Foxtel Group's Executive Leadership Team, supported by key functions across Procurement, Legal, Finance, Human Resources and Sustainability.

The Foxtel Group's reporting structure enables integration with DAZN's Anti-Slavery and Human Trafficking Policy and enterprise-wide risk management initiatives, allowing for the consistent application of human-rights principles, supplier standards and modern-slavery prevention measures across all regions.

We expect the same high standards from all our contractors, suppliers, and business partners. Our procedures are designed to identify and assess potential risk areas in our operations and supply chains, reduce the risk of slavery and human trafficking, monitor potential risk areas, and protect whistleblowers who raise concerns.

Our operations

The Foxtel Group is headquartered in Sydney and operates nationally with locations in Melbourne, the Gold Coast, Brisbane and Perth. The Foxtel Group employed approximately 1200 FTE across our local Australian offices as at 30 June 2025. However, our workforce is broader than just permanent employees, we also engage contractors and freelancers working across content production, technology, product development, customer service, marketing and corporate functions. Our people and partners play a vital role in creating, curating and connecting Australians with the sport and entertainment content they love.

The Foxtel Group also outsources some of its operations to offshore service providers to provide services such as contact centre support, software development, finance, payroll and IT systems support and IT help desk support located primarily in India and the Philippines.



Our key brands

FOXTEL

Foxtel is our premium entertainment brand that provides our customers with the world's best entertainment including streaming apps, all in one place.

Kayo
SPORTS

Kayo Sports is Australia's largest and fastest-growing sports streaming service providing the best sports experience for a new generation of fans.

BINGE

BINGE is our entertainment streaming service, delivering the best in Australian and international movies, TV series, documentaries, reality and lifestyle.

◆ **Hubbl**

Hubbl is TV and streaming made easy, bringing together paid and free streaming entertainment in one place.



FOX SPORTS Australia is Australia's largest producer of live sports and sports shows, known for quality and innovation in its production and outstanding commentary and on-air talent.

FOXTEL
media

Foxtel Media is our award-winning ad sales house dedicated to creating better advertising experiences for viewers and advertisers.

Our supply chains

During FY25 the Foxtel Group procured goods, services and content from around 1092 suppliers from 26 countries. By value of expenditure, the goods, services and content we procured during FY25 were from companies predominantly located in Australia, USA, United Kingdom, Ireland and Canada which represents more than 98% of the Foxtel Group's expenditure. These countries are all rated low prevalence of modern slavery practices on the last available Global Slavery Index.

Goods

The Foxtel Group acquires media/broadcast equipment and technology (including cameras, set top boxes etc.) for the production and distribution of our broadcast and streaming services, standard office equipment and stationery, workplace hardware (e.g. laptops, monitors and peripherals) and software, wardrobe for on-air talent, program props, and small quantities of brand merchandise for promotional/marketing purposes.

Services

The Foxtel Group acquires corporate support services such as finance, marketing, travel, consulting, legal, IT, communication, and installation and broadcast/streaming transmission services. We also acquire human resource services and temporary labour services, onsite office services (such as cleaning, security and property maintenance services), and talent services (e.g. engaging with freelance writers, influencers and commentators).

Content

The Foxtel Group acquires entertainment content from third party distributors and production companies and sports content from sporting bodies located in Australian and overseas.



3. Modern Slavery Risks

Risks in operation

The Foxtel Group directly employs predominantly permanent, highly skilled employees located primarily in office facilities in Australia, which as a country, has robust workplace relations and health and safety laws that minimises the risk of exploitation; making the risk of modern slavery in our direct workforce low. Where the Foxtel Group employs children to feature in local content, it does so in accordance with the regulatory requirements relating to working with children in Australia.

The Foxtel Group also outsources certain support services (e.g. contact centre, finance, payroll and IT support) to offshore providers located in India and the Philippines which are considered to be medium risk locations from a geographical risk perspective with lower-skilled labour and weaker workplace relations laws. The Foxtel Group has limited visibility and does not have direct control over the working conditions of the workers located in medium risk countries and not directly employed by us. As a result, there is a higher inherent risk of modern slavery associated with the services provided to us by our indirect workforce located offshore.

Risks in supply chain

97.25% of the Foxtel Group's supply chain expenditure in FY25 was to companies located in countries that have a low prevalence of modern slavery and have been ranked #1 and #2 by the Walk Free Global Slavery Index for the Governments that have taken the most action to address modern slavery (UK, Australia, and USA). We conduct vendor due diligence to mitigate the risks of modern slavery practices in our supply chains and to ensure, where possible, that we acquire goods, services and content from reputable suppliers who primarily operate in locations with high employment and work, health and safety standards. Notwithstanding this, as noted above, a number of our customer facing support services are located in offshore locations that may have substandard employment regulations where the risk of modern slavery is higher. In addition, we do not manufacture our own products; we procure finished products such as set top boxes and streaming devices from large multinational companies with factories located primarily in Vietnam, China and Poland which heightens the risk of modern slavery in our supply chains.

As such, when assessing the sectors, products and services and geographical risks in the Foxtel Group's supply chains, the Foxtel Group identified the following areas that carry a heightened risk of modern slavery practices:

- offshore support services;
- media/broadcast equipment and technology;
- cleaning and security services; and
- brand merchandise for promotional/marketing purposes.

However, we can confirm that the Foxtel Group has no evidence of modern slavery practices in its supply chains during FY25.

4. Actions we take to address modern slavery risks

The Foxtel Group has a robust governance framework in place to identify, prevent and mitigate the risk of modern slavery practices in our supply chains that includes policies, supplier due diligence and remediation processes.

Our policies

The Foxtel Group employees are governed by a number of internal policies that set high ethical standards of behaviour and create a culture of compliance within the Foxtel Group. These include the Whistleblower Policy, the Discrimination, Diversity, Equity and Inclusion Policy, the Fraud, Corruption and Piracy Policy and the Harassment, Sexual Harassment and Bullying Policy.

The Foxtel Group was majority owned by News Corp for the bulk of FY25 so the key policy documents governing our employee behaviour in respect to modern slavery for FY25 were the Foxtel Group Code of Conduct and the News Corp Standards of Business Conduct. These policies set out the ethical and behavioural expectations of the Foxtel Group employees which includes a requirement that employees report any concerns about working conditions to HR or Legal.

The policies governing our supplier conduct for FY25 were the Foxtel Group Supplier Terms and Conditions, and the News Corp Supplier Code of Conduct. These policies establish the minimum expectations for our suppliers requiring them to operate in full compliance with all applicable laws, to act ethically and with integrity, to ensure that all their labour is voluntary, and to avoid supporting or engaging in human trafficking or any form of modern slavery including fraudulent recruitment or coercive treatment of their workers.

Supplier Due Diligence

Third part risk assessment platform

As part of its due diligence processes, the Foxtel Group uses a third party risk assessment platform (“Third Party Platform”) that assesses its direct suppliers against risk of modern slavery and other compliance measures. Each new supplier is required to complete a questionnaire and provide relevant information to assess modern slavery risk such as geographic location, spend amount and the nature of the services to be provided to the Foxtel Group. The Third Party Platform generates a risk profile for each supplier based on the responses, and any high-risk profiles are subsequently escalated for further assessment.

The Third Party Platform also monitors public databases for any “adverse media reports” that suggest a particular supplier may be subject to modern slavery issues or labour exploitation concerns. Such adverse media reports are also escalated for further investigation and assessment.

The Foxtel Group Legal team reviews all escalated high-risk profiles or adverse media report issues and further action is taken as applicable to mitigate modern slavery risks. Such action may include internal investigations, additional supplier questionnaires, enhanced contractual provisions or alternative supplier selection.

Supplier Site Visits

In FY25, senior representatives from the Foxtel Group’s Finance, IT and Customer & Operations teams conducted site visits to the six locations where our primary outsourced service provider delivers services for the Foxtel Group. The sites visited were in Kolkata, Mumbai (two sites) and Hyderabad in India, and Pampanga and Manila in the Philippines.

During the visits, representatives were able to traverse the campuses and speak with staff engaged on the Foxtel account. Staff provided generally positive, anecdotal feedback about their employment, including remuneration and wellbeing arrangements.

Management seemed to genuinely care for the staff and they were well looked after, both from a remuneration perspective as well as general wellbeing, which likely contributes to the fact that the outsourced service provider demonstrates the lowest level of staff attrition on the Foxtel account than any of our previous outsourced contact centre partners.

All sites inspected were modern, clean and well maintained. On the basis of these visits, observable working conditions were comparable with the Foxtel Group premises in Australia. The Foxtel Group will continue to monitor these sites through ongoing engagement, contractual requirements, periodic reviews and escalation of any potential issues, where appropriate.

Quarterly Contact Centre Employee Forums

The Foxtel Group's Customer & Operations team conducts a quarterly virtual forum with employees of our Contact Centre service provider which gives employees the opportunity to raise concerns about their employer and/or working conditions directly with us. The Foxtel Group addresses any concerns raised during these forums direct with the service provider for resolution.

Cleaning Service Due Diligence

One of the Foxtel Group's cleaning service providers provides its cleaners with a complaint hotline number. This number links them directly to the service provider's People and Performance department where they can ask questions regarding their award, visa requirements and to report any issues regarding remuneration, bullying, harassment and working conditions. The service provider also provides the Foxtel Group with periodic reports on external modern slavery audits.

Remediation

The Foxtel Group has not identified that it has caused, contributed to, or been directly linked to adverse modern slavery outcomes in FY25. We encourage employees and third parties to raise any concerns about illegal or unethical behaviour (including modern slavery) via various avenues (including an independent third-party complaint service called STOPline) as set out in the Foxtel Group Whistleblower policy. Any allegations raised under this policy are investigated by HR, Legal and external consultants when needed.

5. Our effectiveness

The Foxtel Group assesses the effectiveness of its actions to address modern slavery by monitoring the number of complaints received about modern slavery via our internal escalation processes including under the Whistleblower Policy. No complaints of modern slavery were raised by employees or third parties to the Foxtel Group during FY25.

6. Consultation Process

The Foxtel Group consulted with its owned and controlled entities in the development of this Modern Slavery Statement where required. All entities within the Foxtel Group are governed by common policies and processes with all corporate support departments such as Procurement, Legal, HR and Finance being common across all operations within the Foxtel Group. All actions to address modern slavery risks in the Foxtel Group operations and supply chains are consistent across the Foxtel Group entities.