



MODERN SLAVERY STATEMENT

Under the Modern Slavery Act 2018
(Cth)

This Modern Slavery Statement has been prepared by WPP AUNZ Pty Ltd (ACN 001 657 370) of Level 7, 1 Shelley Street, Sydney, NSW, 2000 (**WPP AUNZ**), in fulfilment of its and its subsidiaries' obligations under the Modern Slavery Act 2018 (Cth).

This statement covers the following reporting period: the calendar year ending 31 December 2025. It describes our commitment and steps taken to mitigate modern slavery in our business operations and supply chain.

This statement was approved by the board of WPP AUNZ on 10th June 2026.

A handwritten signature in black ink, appearing to read 'Rosemary Herceg', is positioned above the printed name.

Rosemary Herceg
WPP CEO
Australia & New Zealand

Introduction

Respect for human rights is a fundamental principle for WPP, and we do not tolerate any form of modern slavery or human trafficking in any part of our business. As a member of the United Nations Global Compact, we remain committed to embedding its ten principles for human rights, labour, environment and anti-corruption in our business and report progress against its 10 principles annually.

Modern slavery covers a set of legally defined concepts, including forced labour, human trafficking, slavery and slavery-like practices. It encompasses situations of exploitation that an individual cannot decline or depart from due to threats, violence, coercion, deception or abuse of power.

Modern Slavery exists in almost every country in the world regardless of income.¹ In 2021, an estimated 50 million people were living in modern slavery, an increase of 10 million since 2016, according to the latest [Global Slavery Index](#). The G20 nations, which account for more than 75 per cent of global trade, collectively import goods at risk of modern slavery valued at US\$468 billion per annum.²

We recognise the role that our business has to play in combatting exploitative labour practices from our operations and supply chain.

We believe in the power of our work to create positive change. Every campaign, every message, has the potential to shape attitudes, influence opinions, and inspire better behaviour. That's why we're committed to acting ethically and with the utmost integrity in everything we do, ensuring that our work reflects our values and contributes to a more responsible society. Find out more about our business [here](#).

This Modern Slavery Statement for Australia and New Zealand, lodged pursuant to the Modern Slavery Act 2018 (Cth) (**the Act**), addresses the Act's mandatory reporting criteria, including our continued identification of modern slavery risks in our operations and supply chains and actions we've undertaken to address and mitigate these risks.

WPP in Australia and New Zealand is a wholly owned, indirect subsidiary of WPP plc (**WPP**). WPP plc is a reporting entity under the Modern Slavery Act 2015 (UK) (**the UK Act**). WPP plc's Modern Slavery Statement, which covers the obligations of WPP plc and its subsidiaries (together the **WPP Group**) under the UK Act can be found [here](#).

¹ Walk Free, What is Modern Slavery?, Accessed 8 April 2026

² The Global Slavery Index 2023, Walk Free, 2023

Part One: Business Structure, Operations and Supply Chains

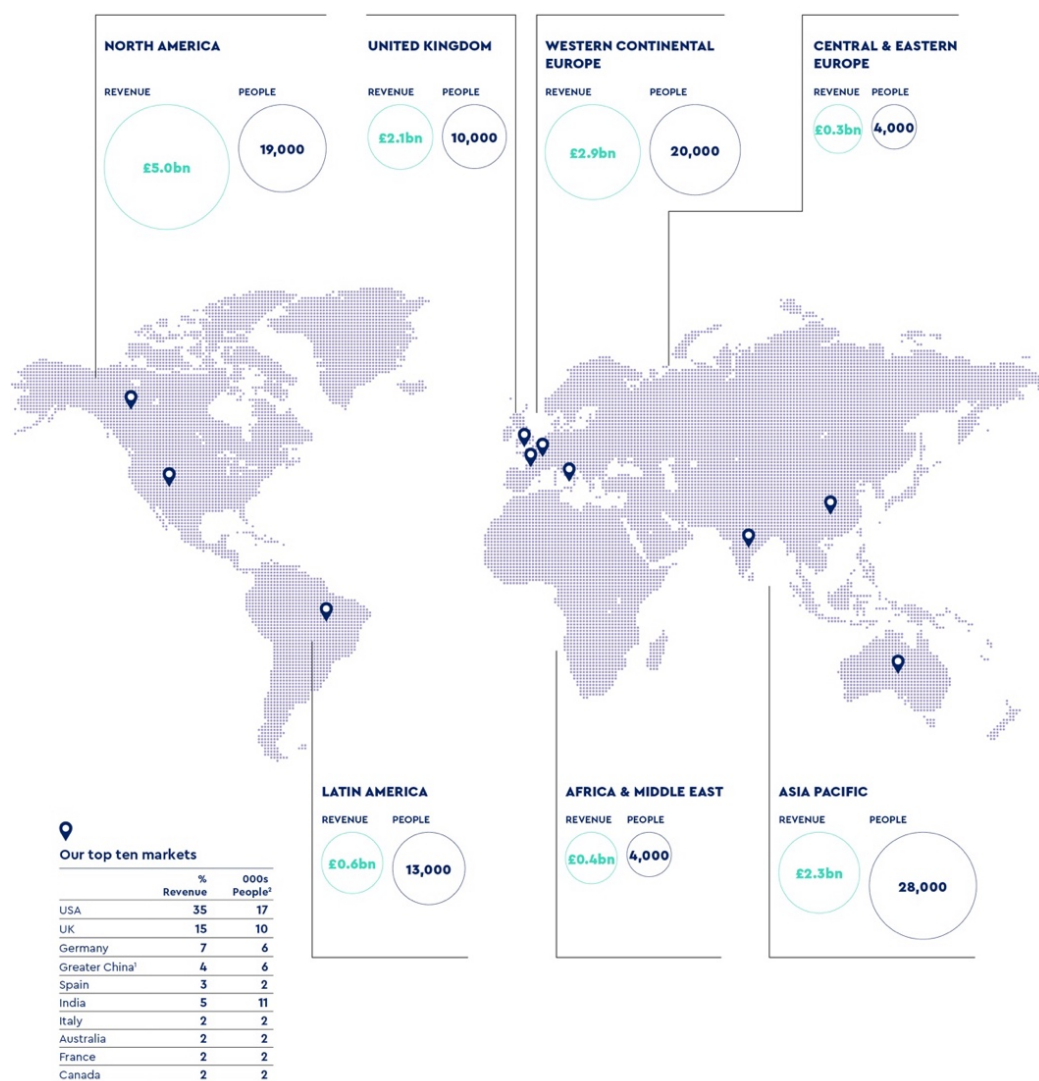
OUR STRUCTURE

The mandatory reporting entity under the Act is WPP AUNZ Pty Limited. The complete list of WPP AUNZ 's owned and controlled entities as at 31 December 2025 is set out at Appendix 1 to this Statement.

OUR OPERATIONS

WPP and our agencies employ 99,000 people in 100+ markets across the globe. We have a diversified client portfolio that covers every business sector. We are an established partner to a large number of the world's leading advertisers. WPP is listed on the London Stock Exchange and NYSE.

Here we show our presence by region in terms of revenue and people:



¹ Including Hong Kong and Taiwan

² People figures in the chart exclude 1,000 in Head Office locations in various markets

WPP have offices in most major cities in Australia and New Zealand. We continue to operate using our established campus system, which is an operating model and structure that encourages extensive collaboration between various co-located brands.

The approximate breakdown of the local employees and offices:

- Australia - 7 offices, 6 campuses and 2053 employees
- New Zealand - 2 offices, 2 campuses and 212 employees

HOW WE ARE ORGANISED



OUR SUPPLY CHAIN

WPP is committed to creating a sustainable, ethical, and diverse network of business-enabling suppliers.

Due to the organisational structure of the business and wide range of services on offer, we have a complex and dynamic supply chain ecosystem to manage. We work with approximately 70,000 suppliers across our supply network across all major regions, including North America, Latin America, Europe, Middle East & Africa, and Asia Pacific. Our suppliers fall into two main categories:

	Categories of spend (listed in order of size), including examples of sub-categories
Direct suppliers (those providing goods and services used in client work)	Media: Media Planning and Buying, Display/ Programmatic, Media auditing Advertising and marketing services: Public Relations, Advertising Campaign Development Production: Live Action Production, Digital Production

Indirect suppliers (those providing goods and services used to run our companies)	Technology: IT Services, Infrastructure & Cloud, Software Professional services: Financial Services, Research & Insights, Tax Services Talent: Talent Acquisition People Services: Health, Wellness & Benefits, Compensation, Talent Development Real Estate: Real Estate Services, Capex and Fit-out Travel: Travel, Expenses Facilities Management: Office Services, Cleaning & Janitorial, Catering
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Part Two: Assessing Risks of Modern Slavery Practices

We perform annual desk-based risk assessments of our direct operations by leveraging authoritative sources.³ In this context we have noted that WPP has a physical presence and business operations in regions at 'high risk' of modern slavery.⁴ However, we consider the risk of our direct employees – as skilled professionals within the advertising, marketing and communications services sector – being victims of modern slavery is low.

All hiring must go through WPP's established People Team procedures. WPP's People Team will involve WPP's Business Integrity Team if they consider the potential hiring raises a legal or ethical concern. Additionally, we encourage all current and prospective employees to voice any concerns through our grievance mechanism. See page 8 for more info on our Right-to-Speak Channel.

ASSESSING AND MANAGING RISKS IN OUR SUPPLY CHAIN

We annually review supply chain risks, considering country, industry sector, categories of goods and services, and individual suppliers, using reputable country indices and sector studies as well as third-party risk databases for specific company information.

Most of our procurement relates to professional services, technology and creative production from established suppliers in regulated markets. However, within this generally lower-risk environment, we recognise that some of our spend carries comparatively higher⁵ exposure to modern slavery risks:

- Categories at higher risk: sectors with known vulnerabilities to forced labour, such as IT hardware manufacturing (due to risks in component sourcing and assembly), facilities management (which often involves subcontracting of cleaning, security and maintenance services), hospitality (where workers may be subject to exploitative practices) and promotional merchandise production

³ This includes country indices and industry studies such as Walk Free Foundation's Global Slavery Index, UNICEF's Children's Rights in the Workplace Index and ILO data and research on forced labour.

⁴ Global Estimates of Modern Slavery, ILO, Walk Free and IOM, 2022

⁵ When we refer to "higher risk" suppliers or spend, we mean those with comparatively elevated exposure to modern slavery risks relative to our overall low-risk supply chain profile.

(which may involve complex, opaque supply chains).

- Geographies at higher risk: countries identified by relevant sources – such as the Global Slavery Index and ILO Research – as having a higher prevalence of modern slavery. This may be due to ineffective enforcement, weak labour protections, or socio-economic conditions that enable exploitation.

DUE DILIGENCE IN OUR SUPPLY NETWORK

WPP Procurement carry out due diligence on our indirect suppliers with spend over \$100,000 to help us select suppliers that meet our requirements when it comes to doing business responsibly. Due diligence includes assessing information about the supplier's adherence to regulatory, ethical and environmental, social and governance (ESG) factors. This rigorous assessment is designed to identify and mitigate potential risks before entering into a business relationship. For certain contracts, additional advanced due diligence is required in the form of satisfactory completion by a reputable external and independent provider of reputation checks.

Suppliers are asked to sign a copy of WPP's Code of Business Conduct or prove equivalence within their own policies as a pre-condition to engagement to confirm they will comply with its principles. These standards include requirements relating to labour practices, human rights (including modern slavery issues such as child, forced or bonded labour), social impact and other sustainability topics. Our Code of Business Conduct requires suppliers to apply similar standards within their own supply chains.

WPP seeks to negotiate and include a right-to-audit provision wherever possible in the supplier documentation and/or standard terms and conditions of contract. WPP's global Supplier Agreement includes a clause relating to modern slavery compliance. WPP reserves the right to terminate its contract with any supplier found to breach or fail to comply with any legislation relating to modern slavery.

CASE STUDY: RAP

We recognise that our sphere of influence gives us a unique opportunity to support and acknowledge our local communities. In 2024 WPP launched its 'Innovate Reconciliation Action Plan (RAP) 2024-2026 which will extend our reach and perspectives to build First Nations cultural thinking into our client offering. The plan, which was formally endorsed by Reconciliation Australia, paid respect to the rich culture of Aboriginal and Torres Strait Islander peoples and focused on strengthening relationships and engaging staff and stakeholders in reconciliation. In this RAP, we showcase recent examples of work that celebrates First Nations' connection to Country. These examples stand among many from within WPP, each taking inspiration from Aboriginal and Torres Strait Islander cultural iconography and storytelling to shape how we communicate.

BEYOND OUR SUPPLY CHAIN

We will not undertake work intended to mislead on human rights issues, and we work with clients to manage human rights in marketing campaigns, ensuring for example, the protection of children's rights in relation to marketing.

We also provide pro bono creative services to organisations working on human rights, health, education, arts and the environment and negotiate free media space for charity campaigns, enabling them to reach a wide audience.

CASE STUDY: USING OUR VOICE FOR HUMAN RIGHTS.

The Opportunity: WPP can deploy world-class creative talent to amplify the voices of the vulnerable and support organisations fighting for human rights.

Our Action: As a founding member of Unstereotype Alliance, we partner with UN Women to work towards eradicating harmful stereotypes in media and advertising content, which can contribute to discrimination and exploitation

The Impact: Harmful stereotypes can dehumanise marginalized groups, making them more susceptible to exploitation and abuse. By working with the Unstereotype Alliance we are creating media that portrays women and marginalized groups with agency and dignity, countering conditions that allow exploitation to thrive.

REPORTING RISKS IN OUR OPERATIONS OR OUR SUPPLY CHAIN

WPP encourages a culture of integrity and transparency, offering our employees, partners and other stakeholders along our value chain confidential (and anonymous, if desired) channels to express concerns or report suspected misconduct. Our independently managed Right to Speak facility, which is overseen by our Group Chief Counsel and General Counsel Corporate Risk, is available via phone or email in local languages here. We publicise the facility in induction packs, on our intranet and external website, in offices, in the WPP Policy Book and via our mandatory ethics training.

Our people can also speak directly to our business integrity team who receive a number of reports through emails, calls, texts and in-person appointments.

All whistleblower reports, including those from Right to Speak, are handled in line with WPP's Whistleblowing and Investigations Protocols. They are logged, thoroughly investigated, tracked to conclusion, and include any necessary remediation or follow-up actions. Reports are also analysed for risk impact and root causes, with learnings used to improve training and processes.

WPP is committed to providing a safe and confidential way for individuals to raise genuine concerns without fear of reprisal, and we do not tolerate retaliatory behaviour. The nature of each report, action taken, and outcome is regularly reported to the Audit Committee, with misconduct or retaliation resulting in appropriate disciplinary action.

Part Three: Actions to Address Risks

OUR POLICIES

We do not tolerate any form of modern slavery or human trafficking in any part of our business. WPP is committed to tackling the risk of modern slavery from our supply chain and operations at a global scale.

As a member of the United Nations Global Compact, WPP views this as an essential component of our obligations to support the basic human rights of our people and their families. We set a clear policy framework, which our agencies are required to follow. Key policies relating to modern slavery are summarised in the table below.

With the exception of our Supplier Code of Business Conduct, which is directed at our suppliers, our policies apply to all employees of any of our group subsidiaries. These Policies are accessible via our intranet and changes are communicated through training and internal communications. A selection of these policies is also publicly available on our website.

We conduct regular reviews to ensure that our policies are kept up-to-date and compliant with international and national regulatory frameworks. The application of our policies and procedures is monitored within each agency and by the internal audit, legal, business integrity and risk and controls functions. Breaches are investigated by our legal and business integrity teams and, where appropriate, external advisors.

Policies
ASSIGNMENT ACCEPTANCE POLICY AND FRAMEWORK Guides our leaders and people on additional due diligence in relation to clients and any work we are asked to undertake.
CODE OF BUSINESS CONDUCT Sets out our responsibilities to our people, partners and shareholders to act ethically, legally and with integrity.
CODE OF BUSINESS CONDUCT – SUPPLIER VERSION Sets out our expectations that our suppliers act ethically, legally and with integrity.
HUMAN RIGHTS POLICY STATEMENT Reflects international standards and principles, including the International Bill of Human Rights and the UN Guiding Principles on Business and Human Rights.
PROCUREMENT POLICY Outlines a clear procedure for responsible procurement and sets out relevant ESG-related due diligence processes.
SUSTAINABILITY POLICY Sets out our values, commitments and further policies and frameworks to give us a balanced focus across environmental, social and governance issues.
TALENT POLICIES Set out our core principles for responsible recruitment and people management as part of our responsibility to treat our employees with dignity and respect.

TRAINING AND AWARENESS

All of our people (including freelancers working for more than four weeks) are required to complete our mandatory online training programme promptly upon joining and then on an annual basis. The programme, refreshed in 2025 and rolled out at the beginning of 2026, comprises five modules: How We Behave, Business Integrity, Safer Data, Sustainability, and Belonging. Topics covered include human rights, anti-bribery and corruption, conflicts of interest and avoiding misleading work. Through our UN Global Compact membership, all our employees can also access free trainings and business-contextualised publications on human rights.

Tailored guidance and training materials on modern slavery are also available for relevant functions. For example, procurement employees complete mandatory modern slavery training upon joining WPP and annually thereafter. The training covers the basic principles of the Modern Slavery Act and explains what modern slavery encompasses, how to assess risk in different aspects of our business and supply chain, our key policies, and our remediation process.

Part Four: Monitoring and Evaluation

We aim to continually improve our approach to due diligence and risk management.

We regularly monitor and evaluate the effectiveness of our processes and measures and adapt them accordingly. In 2026, this evaluation process will focus on the use of outcome-oriented KPIs.

	In 2024 we stated that:	Progress to date:	Next Steps:
Organisational structure, business and supply chains	We established the Procurement Risk Committee to improve governance, oversight and risk management for our supply chain.	We enhanced the structure and procedures of the Procurement Risk Committee. We appointed a Human Rights Officer to strengthen our risk management governance and methodologies. We restructured this Modern Slavery Statement to enhance alignment with the 2025 UK Home Office Guidance.	Conduct an enhanced value chain mapping, incl. sustainability risks and potentially affected stakeholders.
Policies	We completed a review of our Procurement Policy and Sustainability Policy.	We conducted our annual policy review including Procurement Policy, Human Rights Policy Statement, Sustainability Policy and Supplier Code of Business Conduct. Enhancements made to Procurement Policy, including additional due diligence requirements, to be rolled out in 2026.	Roll out our enhanced Procurement Policy in Q1, which includes additional due diligence requirements. Initiate a broader review of our Human Rights Policy Statement to reflect updates to our due diligence framework.
Assessing and	We commenced a review	We completed the roll out of our new	Finalise and

managing risks	of the frameworks and processes used to conduct human rights assessments within our Tier 1 supply chain. We enhanced procurement processes and systems, including those around supply risk management, procurement policy compliance, CLM, supplier onboarding and SRM. We commenced the roll out of our new Source to Contract IT Platform and shall conclude its implementation in the first quarter of 2025.	Source to Contract IT Platform. We reviewed our human rights due diligence processes to enhance visibility and transparency across our Tier 1 suppliers and strengthen alignment of our risk assessment methodology with the UNGPs and the OECD Guidelines for Multinational Enterprises. We integrated additional data sources into our risk assessments for a deeper understanding of potential modern slavery and broader human rights risks pertaining to our procurement structure. To facilitate this, we started the development on an intuitive, data-driven dashboard that will support our risk analysis process and improve internal reporting and decision-making.	commence roll out of new supply chain due diligence framework. This includes the implementation of the new human rights dashboard. Review our approach to modern slavery due diligence in relation to our business partners as they become a more critical part of our value chain.
Grievance and remediation	In 2024, we reviewed and followed up concerns received through our Right to Speak facility. We received a total of 609 whistleblower reports, none of which were linked to human rights concerns or modern slavery.	In 2025, we reviewed and followed up concerns received through our Right to Speak facility. We received a total of 589 whistleblower reports, with no reports linked to human rights concerns or modern slavery.	Continue to monitor and address any concerns received from stakeholders.
Awareness and training	For the training period 2024-2025, more than 90,000 employees, freelancers and contractors completed online ethics training. All members of our global procurement team successfully completed mandatory Modern Slavery and Human Rights training.	We refreshed our mandatory online ethics training, which includes human rights and modern slavery content. All members of our global procurement team successfully completed mandatory Modern Slavery and Human Rights training.	Initiate a broader review of the procurement training to ensure further alignment with international standards related to modern slavery prevention and to incorporate a broader human rights context.

Part Five: Consultation with controlled entities & other relevant information

During the reporting period, our Modern Slavery Working Group has consulted with all owned and controlled entities' Governance Committees to understand any actual or perceived risks over Modern Slavery as well as to confirm if they had received any reports of any actual modern slavery identified in their operations or supply chains. No reports had been received during the reporting period.

Our modern slavery response is uniform across all our subsidiary entities. The operational activity and core supply chains of all subsidiaries have adopted a streamlined approach for consistency.

Appendix 1: List of Subsidiaries during the reporting period

COMPANY	Country of Incorporation/ Formation
Choreograph Technology Solutions Pty Ltd (formerly Acceleration Consulting Pty Ltd)	Australia
AKQA Limited	New Zealand
AKQA Pty Ltd	Australia
Barton Deakin Pty Limited	Australia
Brand Power Pty Ltd	Australia
Brand Power Inc	Canada
TBPC Sdn Bhd (formerly Buchanan Advertising (Malaysia) Sdn. Bhd)	Malaysia
Brand Power Limited	United Kingdom
The Brand Power Company LLC	USA
The Brand Power Company Pte Ltd	Singapore
Burson Pty Ltd (formerly Burson Cohn & Wolfe Pty Ltd)	Australia
Etcom Australia Pty Ltd (formerly Cannings Advisory Services Pty Limited)	Australia
Designworks (NZ) Limited	New Zealand
Essence Global Australia Pty Ltd	Australia
EssenceMediacom Australia Pty Ltd	Australia
EssenceMediacom New Zealand Limited	New Zealand
WPP Media Australia Pty Ltd (formerly GroupM Communications Pty Ltd)	Australia
WPP Media New Zealand Ltd (formerly GroupM New Zealand Limited)	New Zealand
Hawker Britton Group Pty Ltd	Australia
Hill and Knowlton Australia Pty Ltd	Australia
WPP Production Australia Pty Ltd (formerly Hogarth Australia Pty Ltd)	Australia
Landor Associates Pty Ltd (formerly Landor & Fitch Pty Ltd)	Australia
L'Atelier Media Pty Ltd	Australia
M Media Group Pty Ltd	Australia
Mediacom Australia Pty Ltd	Australia
Mindshare New Zealand Limited	New Zealand
Motivator Media Pty Ltd (i)	Australia
Neo Media Australia Pty Ltd	Australia
Ogilvy Australia Pty Ltd	Australia

OGILVY BHD PTY LTD	Australia
Ogilvy Health Pty Ltd	Australia
Ogilvy International Limited	New Zealand
Ogilvy PR Pty Ltd	Australia
Outrider Australia Pty Ltd (i)	Australia
PT Bullseye	Indonesia
PT Home Tester Indonesia	Indonesia
Sibling Agency Pty Ltd (i)	Australia
Singleton Ogilvy & Mather (Holdings) Pty Limited	Australia
STW Group Asia Holdings Pte Ltd (amalgamated into WPP Singapore Pte Ltd)	Singapore
STW Media Services Pty Limited	Australia
The Brand Agency Limited (NZ) (amalgamated into Ogilvy International Ltd)	New Zealand
The Brand Agency Pty Ltd	Australia
The WTA Group Pty Ltd (i)	Australia
VML New Zealand Limited (formerly VMLY&R Limited)	New Zealand
VML Australia Pty Ltd (formerly VMLY&R Pty Limited)	Australia
Wavemaker Australia Pty Ltd	Australia
Wavemaker New Zealand Limited	New Zealand
whiteGREY Pty Ltd	Australia
WPP GR Pty Ltd (formerly WPP AUNZ GR Pty Ltd)	Australia
WPP AUNZ Pty Ltd	Australia
WPP Holdings (New Zealand) Limited	New Zealand
WPP Large Format Production Pty Ltd (i)	Australia
WPPAUNZ Team Red Pty Ltd (i)	Australia
Wunderman Thompson NZ Limited	New Zealand
Wunderman Thompson Pty Ltd (i)	Australia

(i) The entity was deregistered during the reporting period.