

M&C SAATCHI

M&C SAATCHI AGENCY PTY LTD MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This is the second Modern Slavery Statement (“Statement”) for M&C Saatchi prepared under the guidance of the Commonwealth Modern Slavery Act 2018. The purpose of this statement is to affirm our approach to ensuring M&C Saatchi has proper processes and procedures to reduce the risk of modern slavery in our business operations and supply chain.

M&C Saatchi recognise that slavery and human trafficking can occur in many forms, as considered in the Act. This can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.

Our Business

M&C Saatchi is a global marketing service business working across a wide variety of industry sectors with a strategy focused on winning new business and starting new businesses. The Australian business is represented in NSW, Victoria and Auckland, New Zealand with our head office at 99 Macquarie Street, Sydney. We represent many of Australia’s leading brands in all areas of marketing and maintain the highest standards in terms of advertising content.

We employ at various times during the year over 500 employees across our various offices. Our people and staff culture are a key aspect of our business and we try to ensure that we provide the highest level of staff satisfaction possible.

Risk Review and Processes

We do not tolerate slavery or human trafficking in our organisation or in our supply chain. We will never knowingly deal with any organisation which is connected to slavery or human trafficking. Our supply chain consists of a mix of large corporates through to sole traders who provide services in or associated with the production of advertising products. Wherever possible we use well established local suppliers. We conduct a thorough procurement process ensuring negotiations are arms length and at fair market value. Where we use international suppliers or shoot productions in foreign territories we ensure we abide by all overseas government regulations and we always seek to engage only foreign suppliers who abide by the modern slavery guidelines.

Given the nature of the services we provide we consider that we are at low risk of exposure to slavery and

human trafficking. We are not aware of any areas of our operations and supply chain likely to lead to a breach of the Modern Slavery Act 2015.

Risk Mitigation Strategies

The Group mitigates risk by:

- Considering potential risk areas in our supply chains.
- Using local, well know suppliers wherever possible
- Conducting new supplier due diligence.
- Maintaining an open door policy and protecting whistle blowers.
- Ensuring all staff hired through our organisations are paid at or above award rates
- Protecting the statutory rights of all our employees
- Maintaining and communicating strong policies around workplace bullying or harassment
- Going above regulatory requirements to include paid parental leave, free staff counselling, flexible working arrangements etc
- Thoroughly investigating any allegations.
- Taking appropriate action following an investigation.
- Treating any breach of the Group's Equal Opportunity Policy as a disciplinary offence.

This statement is made pursuant to the Commonwealth Modern Slavery Act 2018 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2020.

This statement was approved by the Board of M&C Saatchi Agency Pty Ltd on 18 March 2021 for and on behalf of M&C Saatchi Agency Pty Ltd and the following trading subsidiaries:

- M&C Saatchi Sydney Pty Ltd
- M&C Saatchi Melbourne Pty Ltd
- Lida Australia Pty Ltd
- M&C Saatchi Sport & Entertainment Pty Ltd
- Bohemia Group Pty Ltd
- Re Team Australia Pty Ltd
- Yes Agency Australia Pty Ltd
- Greenhouse Australia Pty Ltd
- Greenhouse Australia Pty Ltd (NZ Branch)
- This Film Studio Pty Limited
- The Source Australia Pty Ltd
- Resolution Design Pty Ltd
- Elastic Productions Pty Ltd
- Hidden Characters Pty Ltd
- Tricky Jigsaw Pty Ltd
- Ugly Sydney Pty Ltd
- Saatchi Ventures Pty Ltd
- House Key Productions Pty Ltd



Justin Graham
M&C Saatchi Agency
CEO
18th March 2021