

Interpublic Australia Holdings Pty Ltd: Modern Slavery Statement

This Modern Slavery Statement is made by Interpublic Australia Holdings Pty Ltd (“**IPGA**”) and covers all the activities of the Australian agencies within the Interpublic Group. It is the only Reporting Entity within the IPG Australia Group

The Interpublic Group (“**IPG**”) was one of the world’s largest organisations of advertising and marketing services companies. IPG is committed to excellent corporate governance and lawful and ethical behaviour is of paramount importance and critical to its continued success. The Interpublic Code of Conduct and the Interpublic Supplier Code of Conduct require all IPG entities and employees to operate with integrity and transparency in all interactions with clients and other partners and places similar obligations upon its suppliers. Furthermore, IPG’s Human Rights Policy requires all IPG agencies to commit to the use of voluntary labour and prohibits any form of modern slavery.

IPG is fully supportive of the laws introduced in Australia through the *Modern Slavery Act 2018* to combat all forms of modern slavery¹.

This statement made by IPGA is in respect of the financial year ending 31 December 2025. This statement is made in accordance with Section 13 of the *Modern Slavery Act 2018* and outlines the steps that IPGA and the entities named below (and the entities they own or control) and IPG more broadly have taken and intend to take to protect their businesses against all forms of modern slavery.

It is noted that IPGA was acquired by Omnicom Group Inc in November, 2025 and that this Statement reflects the IPGA position up to that acquisition. For the 2026 Statement, IPGA will be incorporated as part of the statement that will be lodged by Omnicom Oceania Pty Ltd for the year end 31 December, 2026.

Structure, Operations and Supply Chains

Up to 26 November, 2025, IPG’s ultimate parent company, The Interpublic Group of Companies, Inc., was listed on the New York Stock Exchange.

Additionally, prior to the acquisition, Interpublic Australia Holdings Pty Ltd was an indirect subsidiary of The Interpublic Group of Companies Inc. Interpublic Australia Holdings Pty Ltd was the holding company for a number of Australian advertising and marketing agencies, including these principal entities that were owned by Interpublic Australia Holdings Pty Ltd during the 2025 financial year:

- Ansible Pty Ltd
- FCB Six Australia Pty Ltd
- Identity Communication Pty Ltd
- Initiative Media Australia Pty Ltd
- IPG Acxiom Pty Ltd
- IPG DXTRA (Australia) Pty Ltd
- IPG Rufus Pty Ltd

¹ "Modern slavery" refers to situations in which coercion, threats or deception have been used to exploit victims and undermine their freedom. This term is more specifically defined in the *Modern Slavery Act 2018* by reference to a range of other laws in a way which includes slavery, servitude, forced labour, debt bondage, trafficked labour, forced marriage, deceptive recruitment and the worst forms of child labour.

- Kinesso Pty Ltd
- Mediabrands Australia Pty Ltd
- Mediahub Worldwide Asia Pacific Pty Ltd
- Mercury Mobility Pty Ltd
- Milkmoney Pty Ltd
- Orion Trading Australia Pty Ltd

This list only includes our principal operating agencies in Australia: there are some additional dormant and/or non-trading companies with the group.

All of the entities named above are wholly owned by Interpublic Australia Holdings Pty Ltd, except Mediahub Worldwide Asia Pacific Pty Ltd in respect of which Interpublic Australia Holdings Pty Ltd is the majority shareholder. Where in this statement we intend to refer to all of these entities, we use the phrase “IPG Australia”.

All these entities carry out advertising and marketing services within Australia. They provide a wide remit of advertising and marketing services including, but not limited to, traditional creative content, digital, media buying and planning, event, activation and PR services to clients.

As a global organisation, IPG’s suppliers worldwide include, without limitation, production and design companies, IT and communications services including cloud, software and hardware suppliers, advertising platforms, social media platforms, print services, property, office cleaning, office supplies and equipment and facilities management services, including energy suppliers, waste management services, couriers, transportation services, such as road transportation, airlines and train companies, merchandise suppliers, and hospitality service suppliers including hotel conference or venue providers, catering suppliers, professional services such as auditors, actuaries, tax advisors, legal advisors, insurers, banks and talent and recruitment agencies.

The material suppliers (determined by value of expenditure) of Interpublic Australia Holdings Pty Ltd and its Australian subsidiaries are predominantly based in Australia, the USA and, to a lesser extent, the UK. None of our tier 1 suppliers are domiciled in any jurisdictions that are rated high risk for the prevalence of modern slavery.

Risks of Modern Slavery Practices

IPGA does not consider that there is a significant risk of modern slavery within IPG Australia’s businesses. Our staff are predominantly skilled professionals working in Australia. Our employees do not hold roles or positions that are at high risk or vulnerable to slavery or human trafficking. Our HR and Talent teams have systems and processes in place to ensure that all employees are over the age of 18, have the appropriate rights to work in Australia and are paid a reasonable living wage for the work that they do.

The principal suppliers in our advertising business supply chain are predominantly reputable Australian companies providing ancillary services to our advertising services for clients, such as media owners, production companies, design companies, editing and animation studios, record companies, musicians, photographers, and also professional suppliers such as legal advisors, insurers and talent agencies.

We also use suppliers of professional services for the running of our businesses including auditors, actuaries, tax advisors, legal advisors, insurers, banks and recruitment agencies. Again, these are predominantly, if not entirely, Australian companies and firms.

We acknowledge that there are greater risks with some of the services we use including office cleaning, logistics, merchandise, hospitality and catering services, and with the sourcing of office equipment and supplies, including information technology and telecommunications hardware and services, but we endeavour to ensure that these suppliers are compliant with the modern slavery laws as we explain later in this statement.

No instances of modern slavery or human trafficking have been identified by IPGA in IPG Australia's operations or its suppliers.

Relevant Policies

Doing business in an ethical and responsible manner is core to the manner in which IPG operates, and is captured within its global policies and procedures (which apply to all IPG-owned entities) and, in particular, in the policies and procedures referred to below which have been designed to help to ensure that modern slavery does not occur within any of IPG entity's operations or supply chains. Whilst IPGA was independent of Omnicom, these policies were available on IPG's public website <https://www.interpublic.com/about/corporate-governance/>.

- IPG Code of Conduct
- IPG Supplier Code of Conduct
- IPG Supplier Management Principles
- IPG Human Rights Policy
- IPG Anti-Corruption Policies
- IPG Environmental Sustainability Policy
- Interpublic AlertLine

These policies require IPG suppliers, employees, agents and subcontractors to adhere to the Interpublic Code of Conduct and/or the Interpublic Supplier Code of Conduct as appropriate, while doing business with, or on behalf of, any entity within IPG. The IPG Supplier Code of Conduct specifically requires use of voluntary labour and prohibits slavery, servitude or the use of forced or compulsory labour and human or labour trafficking and requires all suppliers to comply with applicable laws. IPG communicated this Code and its requirements to employees and suppliers (via Purchase Orders) worldwide.

Furthermore, IPG is also a participant in the UN Global Compact whose Labour principles include:

- [Principle 3](#): businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- [Principle 4](#): the elimination of all forms of forced and compulsory labour;
- [Principle 5](#): the effective abolition of child labour; and
- [Principle 6](#): the elimination of discrimination in respect of employment and occupation

Other Actions Taken to Address Modern Slavery Risks

IPG Australia sources its suppliers in a responsible manner under its Global Sourcing and Procurement and Third-Party Supplier Due Diligence Guidelines and expects its suppliers to operate in full compliance with all applicable laws. Our standard terms of business, which are attached to our Purchase Orders, and our supplier contract templates, include warranties that the suppliers will comply with applicable laws, including modern slavery laws. Under these terms, a failure by a supplier to comply with applicable laws (including as they relate to modern slavery) is a justifiable reason for such a relationship to be terminated. Consistent with the UN Guiding Principles on Business and Human Rights, termination of a supplier relationship would only occur as a last resort when a supplier does not appropriately respond to the risks of modern slavery identified in its operations or supply chains.

When engaging suppliers, we ask them to complete a supplier questionnaire to confirm their structure, shareholdings and their agreement that they comply with our policies and Supplier Code of Conduct. In Australia, we have to date also required all vendors to complete a Modern Slavery questionnaire, which outlines our business commitment towards ending modern slavery alongside ensuring that the respective supplier meets all of our requirements, and return the completed response as a mandatory part of our onboarding process.

Our agencies also share where to access IPG's policies, including Interpublic's Supplier Code of Conduct and Interpublic's Human Rights Policy which outlines our policies as they relate to modern slavery. Our agencies also share details of our whistleblower AlertLine (see further comments below) which can be used by employees and suppliers to notify IPG (anonymously if so desired) to any actions which may breach modern slavery laws and policies.

Risk control and assessment is a high priority for IPG and IPG carries out continuous reviews to improve its effectiveness. IPG has introduced a new vendor on-boarding platform which includes a modern slavery assessment for all suppliers to our Australia businesses. The initial vendor request includes a specific question on whether the supplier supplies services in Australia. If the supplier responds yes to that request, then they are asked further basic questions about modern slavery compliance, their own risk analysis of their supply chain and whether or not they have issued a modern slavery statement. This platform initially operated in the UK, USA and Canada and was rolled out to include Australia, Singapore, India and the Philippines in July 2024. Its use is being extended to cover China, Hong Kong, Taiwan and Japan in 2025.

As part of our robust compliance program to ensure we are conducting business with reputable suppliers and service providers, IPG has also established a global third-party screening solution using the Truth Technologies Sentinel Database. The screening is conducted on all clients and vendors/suppliers when permissible by law. IPG also uses Bureau Van Dijk Orbis for enhanced screening. Ongoing screening is conducted on new contractors and suppliers as part of the onboarding procedures. The screening is conducted against the following criteria:

- Named on an International or National Sanctions or Embargo List or Site, including OFAC, UN, EU, UKHMT, SECO and DFAT (Global Sanctions Lists).
- Listed on a Regulatory and/or Government Authority site, e.g. FINRA, USDOJ, SEC, FBI, HKMA, RBI and INTERPOL (Global Enforcement and Warning Lists).
- Politically Exposed Person (PEP) and direct family member or close business associate of PEP (Global PEP Lists).
- State Owned Entity, Enterprise or Company (SOE) and Members of the Board, Chairman, Senior Executives (Global SOE Lists).

- Reported in the reputable media as accused, questioned, investigated, arrested, charged or convicted for crime (Global Negative Media Lists).

Due to what we perceive to be a lower risk of modern slavery within most of our first tier supplier cohort, and due to our on-boarding processes described above, we do not consider it necessary at this stage to audit our first tier suppliers to ensure that they are implementing appropriate measures to manage the risk of modern slavery within their operations or supply chains. However, we are prepared to do so should the need arise.

Compliance within the business is supported by our Internal Audit function which regularly conducts audits of our agencies in all their areas of business and works closely with the internal Legal Department to ensure compliance with all applicable laws and regulations. Most key agencies are audited once every three years. However, where we believe there may be an issue or concern in an agency, or where an agency is operating in a high-risk jurisdiction, or where an issue has been raised either formally or through the Interpublic AlertLine, then that agency will be subject to an enhanced audit or investigation, if necessary with third party auditors, external law firms or investigators.

The Interpublic AlertLine (which is still online, notwithstanding the Omnicom acquisition) allows our employees or other concerned parties, including suppliers, to raise concerns about any business conduct without fear of reprisal or retribution. The AlertLine number is included on posters in all our agencies across the world, especially those in higher-risk countries. It is also available on our IPG website, is brought to the attention of our employees in our compliance training and details of the Alert Line are included in our Supplier Code of Conduct. The AlertLine allows for any concerns to be raised anonymously and every complaint or claim made on the AlertLine is investigated.

IPG continues to build upon its robust compliance culture and seeks to maintain its high standards. As part of its ongoing efforts to ensure there is no Slavery or Human Trafficking in its supply chains, IPG continues to review its supplier engagement policies, contractual approaches and due diligence processes to continually monitor the risk of modern slavery, including in supply chains beyond our tier 1 suppliers. Such monitoring was undertaken by IPG's Global due diligence and legal team(s). IPG regularly reviews its Supplier Code of Conduct and recent updates include expanded statements on governance, sustainability, business diversity and reporting.

Training

IPG's new hire Code of Conduct training is provided to all new employees globally and IPG conducts general compliance and Code of Conduct training on a regular basis for all employees.

Our senior management teams in our Australian agencies have also been made aware of the risks of modern slavery and the need for them to carry out appropriate due diligence on their suppliers and their tier 2 suppliers.

On the basis that it remains our opinion that the risks of finding occurrences of modern slavery in our operations or first-tier suppliers is relatively low, we have not yet carried out additional specific modern slavery training for any of our agencies but this will be reviewed on an ongoing basis.

Remediation

If any instances of modern slavery were identified, through an audit or otherwise, we would immediately investigate and if we found failings with the relevant supplier, we would seek to use our leverage to provide remediation to impacted workers. If this was unsuccessful, we would terminate the contract/s with that supplier, ensure that none of our businesses used that supplier in the future and, where appropriate, report the supplier to the appropriate authorities. Our approach will be guided by the best interests of the individuals who have been the subject of modern slavery. As noted above, no instances of modern slavery have yet been found in our supply chains.

Assessing the Effectiveness of Actions Taken

We continue to review our own policies and processes regularly to ensure they remain up to date and effective. The effectiveness of these processes will also be tested as part of our Internal Audit function, which extends to all our agencies.

We will also continue to review the responses to our Supplier Questionnaires and to the responses we will receive from the new supplier onboarding tools. Where these might give rise to concerns, these situations will be investigated and we will seek to work with these suppliers to improve their practices and the conditions of workers in their operations and supply chains.

Consultation

In preparing this report, Interpublic Australia Holdings Pty Ltd has consulted with all its Australian trading subsidiaries, as listed on page 1. All the subsidiaries have approved this Statement.

Other information

IPG is committed to its work around environmental, social and governance (ESG) initiatives, and to supporting the communities where our employees live and work. IPG engages with NGOs around the world that align with our values. We encourage our agencies to do.

IPG is proud to have been named on the Human Rights Campaign Foundation's Equality Index for 15 consecutive years. In 2024, IPG was named to the Dow Jones Best-in-Class Indices North America (formerly the Dow Jones Sustainability Index) for the fifth year, and to the Dow Jones Best-in-Class Indices World for the first time, in recognition of its commitment to sustainable business practices. Interpublic is also listed on the FTSE4Good Index and Disability IN's "Best Places to Work for Disability Inclusion,". Since 2015, IPG has published sustainability reports utilising the GRI framework and was the first US-based holding company to do so. Interpublic was also the first in its sector globally to report using the Sustainability Accounting Standards Board framework in 2020 and the first US-based advertising holding company to disclose in accordance with the Task Force for Climate-related Financial Disclosures.

IPG also responds to CDP and the Corporate Sustainability Assessment and publishes an annual Communication on Progress for the United Nations Global Compact referred to above. IPG maps its work to the United Nations Sustainable Development Goals, and has focused on SDG 6, access to water and sanitation. IPG has set three major climate goals which include near-term science-based targets approved by the Science Based Targets Initiative, working toward net zero by 2040, and achieving one hundred percent renewable electricity by 2030.

Approval

This statement was approved by the Board of Directors of Interpublic Australia Holdings Pty Ltd on 8th July 2026

 Digitally signed by
Hilda Anderson
Date: 2026.07.08
22:03:10 +10'00'

.....
Signature of authorised director signatory

Hilda Anderson

Director

Dated 8th July 2026