



# Supplier Code of Conduct

---

**Nine Entertainment Co. Pty Limited**  
(ACN 122 205 065)

28 June 2024

# Supplier Code of Conduct

## Contents

Introduction	2
Application	2
Compliance with Law	2
Labour and Human Rights	2
Health and Safety	4
Environmental Considerations	5
Ethics, Anti-bribery and Corruption	5
Privacy	6
Conflict of Interest	6
Social Responsibility	6
Continuous Improvement	6
Monitoring and Compliance	6
Application of this Code	7
Raising a Concern	7

## Introduction

This Supplier Code of Conduct (**Code**) sets out the minimum standards that Nine Entertainment Co. Pty Limited and its subsidiaries (**Nine or we**) expect of our suppliers. This Code does not, however, apply to Domain Holdings Australia Limited and its subsidiaries whose own Supplier Code of Conduct can be found [here](#).

The expectations outlined in this Code are not intended to supersede or alter the supplier's regulatory or contractual obligations. Suppliers should check their contracts, agreements and purchase orders with Nine as they may contain additional obligations or higher standards than those set out in this code.

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.

## Application

This Code of Conduct applies to all entities that supply goods or services to Nine (**Suppliers**). Nine expects all of our Suppliers to ensure (a) that they comply with the Code; (b) that their own supply chain complies with the Code; and (c) that suitable management systems and processes are implemented to ensure and measure compliance with the Code.

The Code forms part of Nine's approach and policy framework to address and manage modern slavery risks in Nine's supply chain.

We expect our Suppliers to communicate this Code to their related entities, employees, and sub-contractors so that they are aware of, understand and comply with this Code.

## Compliance with Law

Suppliers must comply with all local, national and other applicable laws and regulations of the jurisdictions in which they operate. The standards outlined in this Code do not replace or alter any legal or regulatory obligations of Suppliers.

## Labour and Human Rights

At Nine, we respect our teams, customers and business partners. We strive to work collaboratively and value the contributions of others. We respect differences of opinion. We treat people fairly to build a trusting work environment. We perform our duties in an honest and transparent manner to maintain a good reputation, personally and for Nine. We are responsible, honest and accountable in our dealings with each other, our customers and audiences. We expect our Suppliers to align with these principles.

In particular, we expect our Suppliers to:

- **Human rights:** Conduct their activities in a manner that respects human rights;
- **Wages:** Comply with applicable laws and regulations relating to remuneration and benefits, including minimum wages, overtime, superannuation, leave entitlements and

other benefits, ensure the timely payment of workers and pay their workers equal pay for equal work.

- **No forced labour:** Not engage in or tolerate the use of forced, bonded, or compulsory labour, slavery or human trafficking, the use or threat of physical or other punishment, or the physical, sexual or psychological abuse or inhumane treatment of workers and not use, or in any way benefit from or contribute to any type of modern slavery.
- **No child labour:** Comply 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 International Labour Organisation, whichever is higher, and ensure children under the age of 18 are not employed in hazardous work or in work incompatible with their development.
- **Working conditions:** Provide fair working conditions for their employees.
- **Working hours:** Maintain working hours that are reasonable and not excessive.
- **Safe environment:** Promote and maintain a workplace that is free from violence, threats of violence, bullying, harassment, discrimination, inhumane treatment or abuse;
- **Health and safety:** Promote a working environment that protects workers' health and wellbeing as well as ensuring there are safe work practices. All employees should have access to appropriate and clean workplace facilities;
- **No discrimination:** Seek to eliminate discrimination including on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability, legal status or social origin and promote equality of opportunity and treatment; and
- **Associations:** Respect workers' freedom of association, recognise and protect their right to collective bargaining and to form, join and administer workers' organisations.

Nine is also required to report on modern slavery within its supply chain in accordance with the Modern Slavery Act and associated regulations, and we are working closely with our Suppliers to meet this obligation. Nine expects all our Suppliers to act in accordance with applicable regulations and standards of integrity, and to provide services in a way that supports Nine's full compliance.

## Health and Safety

At Nine, we are committed to providing a healthy and safe workplace for all people involved in our business operations, whether they are employees, contractors, labour hire, volunteers or visitors to our premises or events.

We fulfil this commitment by implementing measures to support compliance with all applicable work health and safety legislation, industry standards, and best practice in the management of health and safety issues affecting the workplace.

We expect our Suppliers to operate with a similar level of care and commitment towards the health and safety of the people operating in their workplaces. Suppliers must identify and comply with relevant workplace and product health and safety laws and ensure their workers

understand and follow health and safety policies, standards and procedures that apply to their work and industry.

In particular, we expect our Suppliers to:

- Comply with all relevant national and local health and safety legislation including health and safety management and reporting;
- Take reasonable steps to actively identify and manage workplace health and safety risks, through the identification of hazards, evaluation of their risks and implementation of effective risk controls;
- Provide appropriate training, education and resources to all employees to enable them to carry out their duties safely and assist them in understanding their roles and responsibilities in relation to workplace health and safety; and
- Build and maintain a culture that encourages employees to actively participate in health and safety initiatives and supports workers to raise health and safety issues or concerns without fear of disciplinary action, dismissal or discrimination.
- When conducting work on Nine sites, comply with relevant Nine site-specific safety requirements and Nine policies.

## Environmental Considerations

At Nine, we take our responsibility to care for and protect the environment seriously. We aim to minimise the environmental impacts of our operations, products and services and expect our Suppliers to do the same.

- In particular, adopt environmental standards that meet or exceed applicable legislative and regulatory requirements and relevant standards or codes of practice;
- Implement environmental management processes that identify, control and where possible reduce environmental impact and continually assess the environmental impacts of their operations;
- Minimise waste through efficient use of materials and in particular,
  - minimise the use of energy, water and raw materials where possible;
  - maximise recyclable and sustainable materials;
  - practical efforts should be made at all times to minimise waste and disposable should be done in an environmentally responsible manner;
- Avoid contamination to the local environment and minimise emissions and pollution (air and noise).

## Ethics, Anti-bribery and Corruption

Nine demonstrates clear ethical standards and behaviour throughout the organisation through compliance with our policies, procedures and values. Nine expects the same standards of behaviour from our Suppliers when dealing with Nine and in their other business dealings, conduct themselves in a manner that is, fair, professional and will not bring Nine into disrepute and not improperly use any private, confidential or commercially

sensitive information of Nine that may come into the Supplier's possession as a result of its dealings with Nine.

All Suppliers must have appropriate policies and procedures in place in relation to money laundering, insider trading, conflicts of interest, fraud, bribery and corruption as well as the improper payments and/or gifts.

Suppliers must comply with all applicable anti-bribery and anti-corruption laws. Nine does not permit or condone bribes, pay-offs, secret or unjustified commissions or payments, kickbacks, improper gifts or any such similar payment or improper benefit. This includes payments to or from any person (including public officials, foreign officials, foreign political parties or candidates for foreign political office) for the purpose of assisting a party to obtain or retain business for or with, or to direct business to, any person. This applies even if it is legal or common practice in the country in which the Supplier operates.

Anti-competitive conduct, including cartel practices are prohibited under Australian law.

Cartel practices include, bid rigging, price fixing, market sharing, output restrictions. Nine will not participate in such practices and we expect our Suppliers will not do so.

## Privacy

Nine is bound by the Australian Privacy Principles contained in the *Privacy Act 1988* (Cth) and other applicable data protection laws. At Nine, privacy matters and compliance with privacy laws is a non- negotiable part of how we work.

We expect our Suppliers to have adequate data privacy and security protection to protect against the unauthorised access, use and disclosure of personal information.

Suppliers must not do anything that would cause Nine to act or be perceived to be acting inconsistently with the [Nine Privacy Policy](#).

## Risk Management

Nine may allocate our suppliers into 'tiers' for the purpose of applying appropriate risk assessments and assurance activities. Should Nine decide to do this, the governance obligations for suppliers will reflect that tiering.

## Conflict of Interest

Nine has an [Employee Code of Conduct](#) that requires our employees to declare any situations of conflict which would include any conflict of interest that is associated with the procurement of goods or services from a Supplier.

If a Supplier is linked to an employee whether by shareholdings, family relations, friendship etc Nine may require the employee to abstain from any Supplier selection decisions.

## Social Responsibility

Nine is an active participant in the community through its people, products, services and public affairs. We encourage our Suppliers to support the local communities in which they

operate through appropriate community initiatives.

## Social Media

Nine is committed to using social media platforms responsibly and being courteous and respectful of others.

We expect Suppliers to:

- refrain from disrespectful, unprofessional, harassing, defamatory, discriminatory and prohibited activity on social media platforms;
- not act or speak on behalf of Nine, represent themselves as Nine, or express any views attributable to Nine unless expressly authorised to do so by Nine;
- not use Nine's brands or logos, except as expressly permitted by Nine in writing.

## Continuous Improvement

We encourage our Suppliers to go beyond minimum compliance to applicable laws and this Code and to take responsibility to continually improve social and environmental conditions and ethical behaviour.

## Monitoring and Compliance

Suppliers must monitor their compliance with this Code and promptly notify Nine of any breaches, allegations of non-compliance or investigation into non-compliance by authorities. Suppliers must take all reasonable steps to address, remedy and prevent any further breaches.

Nine reserves the right to review compliance with this Code and require Suppliers to co-operate and provide information we may reasonably require to perform such a review. In some circumstances, we may require Suppliers to complete an annual declaration which confirms their compliance with this Code.

If a Supplier, or another party in its supply chain, is unable to, or fails to, comply with this Code, Nine will discuss this issue with the Supplier and may require the Supplier to take such steps as Nine considers necessary to address the impact of, and remediate, the non-compliance, or in some cases Nine may terminate the relevant Supplier agreement.

## Application of this Code

If a Supplier's contractual arrangements contain more detailed requirements in respect of any principles covered in this Code, this Code is intended to supplement (and not override) those contractual obligations.

## Raising a Concern

Suppliers can raise concerns about any actual or suspected breach of this Code by emailing your Nine Contract Owner, or the Nine Director or Risk at [risk@nine.com.au](mailto:risk@nine.com.au).

If you become aware of a breach of this Code involving an employee of Nine including,

financial malpractice, fraud, bribery or corruption, and you do not feel comfortable speaking to someone at Nine about it, you may contact Nine's Whistleblower hotline provider, Stopline. Contact details for Stopline can be found on the site <https://nine.stoplinereport.com/>.