

**Nine Entertainment Co.
Diversity and Inclusion
Policy**



Nine Entertainment Co. Diversity and Inclusion Policy

1. Scope and Purpose

Nine Entertainment Co. Holdings Limited and wholly owned subsidiaries that fall under this entity are collectively referred to as Nine.

Nine is Australia's largest locally owned media company with investments spanning television, video on demand, print, digital, and radio. Nine has a core purpose of creating and curating quality content, accessed by consumers when and how they want.

The Nine Diversity and Inclusion Policy (Policy) outlines our approach and commitment to Diversity and Inclusion.

Through the Policy, Nine values and respects the diversity of its employees, contractors, customers, suppliers and audiences. Nine recognises the importance of diversity and encourages everyone to bring their own unique capabilities, experiences, and characteristics to work.

Nine strives to create an inclusive workplace where its people feel valued, have equitable opportunities to succeed and can fully contribute regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, and experience.

The Policy's purpose is to:

- Recognise the business benefits of an inclusive and diverse workplace as it promotes robust decision-making, greater innovation, and higher levels of audience engagement.
- Align to and support the achievement of our business strategy to provide shared experiences to our wide range of audiences across Australia.
- Attract and retain diverse teams, providing our people with equitable access to opportunities for development and promotion.
- Reflect the diversity of our audiences and communities in which we operate.
- Value and celebrate the diversity of experiences, background and thinking approaches of our people.
- Ensure our management practices are based on fairness and respect.

This Policy applies to all Nine employees, including directors, contractors, interns and temporary workers.

2. Policy Principles

The following policy principles guide our interactions with employees, contractors, customers, suppliers and audiences:

- We want to attract, retain and develop a workforce that reflects the diversity of the Australian community.
- In our workplace we have a zero tolerance of discrimination, harassment, vilification, and victimisation of any kind.
- We recognise the value of providing workplace flexibility
- We value different ways of thinking and encourage our people to share their views and be curious to understand views that may be different to theirs, whether colleagues or the audiences that we connect.
- Our recruitment processes are designed to facilitate the appointment of talented diverse employees and have steps in place to reduce the impact of any unconscious biases and ensure fair and equitable recruitment decisions.
- We aim to make fair and objective decisions with regards to promotions, succession planning, performance management and reward and recognition.
- We strive for pay equity and continuously monitor ways to eliminate and rectify any pay equity gaps.

- We are committed to developing a supplier list that reflects our diverse customer and audience base.

3. Roles and Responsibilities

Our Board oversees progress towards our diversity measurable objectives and holds our Executive Leadership Team to account on our Diversity and Inclusion Strategy and the associated Policy.

All Nine Leaders are expected to create and maintain an inclusive culture through role modelling inclusive words, behaviours, and actions within their teams and across the broader Nine organisation. Our Leaders are expected to value inclusion, champion diversity, lead by example, promote flexible working and create a shared understanding across Nine of our diversity and inclusion priorities.

All of our employees are expected to value and respect difference and contribute to our inclusive culture.

The *People and Culture team* is expected to govern the Diversity and Inclusion strategy and associated actions.

4. Policy Measurable Objectives

The Diversity and Inclusion measurable objectives for Nine have been set by the Board and agreed by Nine's Executive Leadership Team.

Progress towards these measurable objectives is evaluated internally on a regular basis and reported to the Board, at a minimum on an annual basis.

5. Policy Compliance

The Diversity and Inclusion Policy aligns to the ASX Corporate Governance Council 'Corporate Governance Principles and Recommendations' and Nine uses these as the minimum expectations.

Nine reports annually to the Workplace Gender Equality Agency, in compliance with the Workplace Gender Equality Act 2012 (Cth).

6. Policy Breaches

Breaches of this policy are managed in accordance with our Performance Management Framework and the Code of Conduct associated disciplinary actions.

7. Related Documents

The Way We Work at Nine – Leader and Employee Guidelines
Parental Leave Policy
Workplace Behaviour Policy: Harassment, Discrimination and Bullying
Code of Conduct
Recruitment Policy and Procedure
Talent Management Procedure

8. Glossary

Inclusion refers to an environment where employees are appreciated and respected for their unique perspectives and talents, where they can bring their full selves to work, where they feel free to hold differing views and secure to speak up.

Diversity refers to gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

Valuing inclusion means removing barriers in processes, systems and attitudes to ensure we can all bring our individual skills and experiences to the workplace. It's about contributing many diverse perspectives to ensure our workplace incorporates new ways of thinking and working.
