



Nine Entertainment Co. Workplace Condition of Entry – COVID 19 Policy

Statement of Purpose

Nine is a 24/7 business that relies on live broadcast environments to operate, with many of our people required to be active in the community in the course of their role. Due to the heightened risks associated with transmission of COVID-19 now that restrictions are being lifted, we have considered the balance of continuity of business with the health and safety of our people whether they are working in a Nine building or in the community.

In line with our continued COVID-safe planning and ongoing risk assessment, Nine is introducing a Nine Sites Condition of Entry - COVID 19 Policy.

We are committed to maintaining safe and healthy workplaces and to doing what is reasonably practicable to protect our people, as well as the many third parties and members of the public with whom we engage, from contracting and spreading COVID-19 in the workplace.

Coverage and Exemptions from the Policy

This Policy applies to:

All employees and contractors of Nine Entertainment Co. Holdings Limited and any wholly owned subsidiaries that fall under this entity (collectively referred to as **Nine**) and all visitors and other third parties who may attend any Nine workplace to the extent set out below. Any references to "we" and "our" in this policy is a reference to Nine and "you" is a reference to Nine employees and contractors.

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1. Overview

The key elements of this policy at this stage are as follows:

- Nine strongly encourages employees and contractors to get vaccinated against COVID-19 where it is safe to do so in individual circumstances and on advice from a medical practitioner.
- Nine will provide employees with special vaccination leave to attend vaccination appointments.
- Employees and contractors will be required to be fully vaccinated against COVID-19 to attend any Nine workplace and conduct work related duties outside your usual workplace, including working in the field and attending work related social events (and provide evidence of this).
- Nine will also take reasonably practicable steps to ensure that any third parties who wish to attend any Nine premises, are fully vaccinated.
- At this time, employees and contractors whose roles are able to be performed solely from home, will continue to be able to do so regardless of your vaccination status, provided you continue to meet the requirements of your role satisfactorily, and subject to approval by your manager.

2. Definitions

Approved Vaccine means any COVID-19 vaccination that have been provisionally registered for use in Australia by the Therapeutic Goods Administration.

Fully Vaccinated means where your Australian Government Digital COVID-19 Certificate confirms you are fully vaccinated.

Medical Exemption means where your Australian Government Digital COVID-19 Certificate confirms you have a medical exemption.

Nine Workplace means a site or location where work is being performed, or a function is held in connection with Nine. This could include being in the community, travelling in a vehicle for work, at a work social event or in a space where you are dealing with the general public in connection with your role. It excludes home working spaces.

3. Policy Detail

a. Vaccination

There is already a requirement that many of our employees and contractors are fully vaccinated against COVID-19 in order to perform their work in line with applicable Public Health Orders.

In accordance with public health advice and as an integral part of our health and safety control measures, we strongly encourage all employees and contractors to get vaccinated against COVID-19 (two doses of a Therapeutic Goods Administration approved COVID-19 vaccine and any booster in line with the Department of Health's *COVID-19 Vaccination Policy*) where it is safe to do so in individual circumstances and on advice from a medical practitioner.

Nine will provide special vaccination leave to make it easier for you to attend a vaccination appointment within work hours.

At this stage, employees whose roles are able to be performed solely from home will continue to be able to do so regardless of your vaccination status, provided you continue to meet the requirements of your role satisfactorily as approved by your manager.

b. Attendance at Nine premises and other places where work related duties are carried out

From 1 December 2021 and until further notice, in order to attend a Nine Workplace, or work in the field (for example, journalists), including Nine work and social events, all employees and contractors will be required to be fully vaccinated against COVID-19 and be able to show proof of their vaccination status (see "Proof of vaccination status" section below).

Nine will maintain a list of employees and contractors who are approved for attendance at Nine Workplaces in accordance with the "Proof of vaccination status" section below.

Visitors and other workplace attendees

At this stage, Nine will also take reasonably practicable steps to ensure that visitors and other third parties who wish to attend any Nine Workplace for which Nine is responsible, are fully vaccinated in order to protect our wider team who may be working in a Nine Workplace.

If you wish to organise for a visitor or other third party to attend the workplace, you will be responsible for informing the person in advance, of the requirement to be fully vaccinated before attending the premises. Our security team will be responsible for ensuring that all visitors and third parties attending the workplace comply with any screening requirements in place from time to time for this purpose.

c. Proof of vaccination status

If you intend on attending any Nine Workplace, you will be requested to provide proof of your COVID-19 vaccination status via the secure Vaccination Status Portal. You may also provide evidence of your COVID-19 vaccination status, or an Australian

Government approved medical exemption, to your manager at any time via the secure Vaccination Status Portal. Your vaccination status will be kept confidential on your employee file and in accordance with our [Privacy Policy](#).

d. Medical exemptions

Nine will work with any employee or contractor who has a Medical Exemption and will endeavour to make necessary adjustments where it is reasonable to do so, to protect their health and safety whilst at work. This may, or may not, include providing access to a Nine Workplace.

4. Masks

Masks may be required to be worn in the office in accordance with the directions given by the applicable State Government from time to time.

5. Changes to this Policy

As new information becomes available, further research is conducted, and additional vaccines are approved and distributed, we may modify this Policy, at our sole discretion, to adapt to changing circumstances and business needs, consistent with our commitment to maintaining a safe and healthy workplace. This policy will be reviewed regularly in line with relevant Government Health orders, and operational risk, but as a minimum on 1 July 2022.

Should you have any questions or concerns about this policy based on your specific circumstances, please speak to your Manager.