

Diversity & Inclusion Policy

Policy Statement

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.

Nine recognises the business benefits of an inclusive and diverse workplace as it promotes diversity of thought in decision-making, greater innovation, and higher levels of engagement with our viewers, readers and listeners.

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1. Purpose of this policy

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

Our goal is to ensure that our business policies, procedures and behaviours promote diversity and equity and we create an environment where individual differences are valued and included.

2. Who this policy applies to

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

3. Definitions used in this policy

For the purposes of this policy, the following definitions apply:

- **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.
- **Equity** refers to all people being treated the same, taking into consideration a person's unique circumstances and adjusting treatment accordingly so that the end result is equal. It ensures that identity is not predictive of opportunity or workplace outcomes.
- **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.

- **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.

4. Policy Principles

This policy outlines Nine's overall commitment to diversity and inclusion. This includes a focus on:

- Attracting, retaining and developing a workforce that reflects the diversity of the Australian community
- The promotion of equitable employment opportunities based on ability, performance and potential
- Creating and implementing equitable frameworks and policies, processes and practices that limit potential unconscious bias
- Fostering awareness in all staff of their rights and responsibilities with regards to safety, equity and respect for all aspects of diversity
- Maintaining zero tolerance for discrimination, harassment, vilification and victimisation of any kind
- Promoting flexible work practices and policies to support employees and their changing needs
- Seeking and including varied and nuanced perspectives to enrich our culture and work

- Fostering trust and psychological safety so our people may express opinions that differ from the group norm
- Promoting Reconciliation and inclusion of First Nations perspectives and people
- Prioritising pay equity, and continuously monitoring ways to eliminate and rectify gaps
- Developing supplier lists that reflect our diverse customer and audience base

Nine's commitment to Diversity and Inclusion guides our interaction with employees, contractors, customers, suppliers and audiences.

5. Diversity Programs and Practices

In order to achieve Nine's commitment to Diversity and Inclusion, Nine promotes the following programs and practices:

Ownership and Accountability

Leaders across our business play a critical role in promoting and maintaining our inclusive culture. Inclusive leadership practice is embedded in the Nine's Leading@Nine leadership framework and will continue to be a focus of leadership development. Members of Nine's Management Team are sponsors and chairs of the Nine Communities with oversight of Action Plans, partnerships and Initiatives that will enhance the belonging and inclusion of marginalised groups in our workplace and broader community.

Recruitment and Selection

Nine recognises the value of recruiting, selecting and promoting employees with different backgrounds, knowledge and experience. Our recruitment and selection processes identify

candidates with the most suitable knowledge, skills, experience and personal values and as an equal opportunity employer, the recruitment processes are designed to promote equality.

Constructive challenge, evaluation frameworks and behavioural interviewing are used to promote equitable and unbiased selection and promotion decisions.

Remuneration

Nine conducts regular remuneration reviews, and reports annually to the Workplace Gender Equality Agency. This ensures that Nine considers and monitors its approach to pay equity, promotes transparent reporting and can continue to develop initiatives to resolve any identified gaps.

Career Development and Performance

Employees are encouraged to develop and progress their careers through opportunities that build capability. All employees are supported to participate in career development conversations. A suite of tools (including Grow@Nine) is available to support robust career conversations, promote transparency and remove bias.

Talent and Succession Planning

Talent and succession planning are core practices at Nine and an annual process identifies high performing and high potential individuals. Talented individuals are identified based on their performance and potential and monitoring by the People and Culture team is used to ensure that talent and succession decisions are equitable and meet Nine's gender equity and diversity targets.

Flexibility

Our Ways of Work process provides an equitable framework that enables employees to apply for flexible work arrangements, particularly employees with parenting, family, carer, cultural and religious commitments. To ensure flexibility is implemented equitably, all managers are encouraged to support team members who require flexible working arrangements.

Gender Diversity

Gender equality in the Board of Directors and Management Team are a key component of our Diversity and Inclusion Strategy. The Board sets, endorses and reviews gender equality and diversity targets, aligned with Australian Securities Exchange (ASX) Corporate Governance Council's 'Corporate Governance Principles' Recommendations. Increasing the representation of women at senior levels of management will remain one of Nine's strategic priorities on an ongoing basis.

First Nations Inclusion

Nine is committed to building relationships, respect and trust between the broader Australian community and Aboriginal and Torres Strait Islander peoples. The First Nations Community, Working Group and Engagement Strategy will codify this commitment, ensuring that Nine and its people play a positive role in contributing to reconciliation in Australia.

Nine Communities

Nine has established and funds five employee communities. These include All Abilities, Pride, Gender Equity, Cultural Diversity and closed First Nations Community exclusively for our people of Aboriginal and Torres Strait Island backgrounds. Each community

has developed their own Action Plan, to champion the rights and needs of employees from marginalised groups.

Employee Consultation

Employees are consulted annually through surveys, focus groups and forums to gain insight into potential barriers to diversity and issues and opportunities for further action.

Industry Specific Initiatives

Nine have partnered with organisations such as Media Diversity Australia, Australian Disability Network, Inclusively Made, Screen Diversity & Inclusion Network, Pride in Diversity, Future Women and Diversity Council Australia. Partnerships support Nine in its efforts to continuously learn and contribute to industry wide initiatives.

Measurable Objectives

The Diversity and Inclusion measurable objectives for Nine have been set by the Board of Directors and agreed by Nine's Management Team. Progress towards these measurable objectives is evaluated internally on a regular basis and reported to the Board at least once a year.

6. Roles and responsibilities

The Board oversees progress towards Nine's diversity measurable objectives and holds its Group Leadership Team to account on the 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.

Leaders are expected to value inclusion, champion diversity, lead by example, promote flexible working and create a shared understanding across Nine of its diversity and inclusion priorities.

All of Nine's employees are expected to value and respect differences and contribute to its inclusive culture.

The People and Culture team are responsible for governing the Diversity and Inclusion Strategy and associated actions.

7. Related policy and supporting documents

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).

Policy breaches

Breaches of this policy are managed in accordance with Nine's Performance Management Framework and Code of Conduct.

Related Documents

Code of Conduct

Workplace Harassment, Discrimination and Bullying Policy

Parental Leave Policy - Parents@Nine and Families@Nine

Recruitment Policies and Procedures

Talent Management Procedure

8. Reviewing and maintaining this policy

Policy Owner	Vanessa Morley - Chief People Officer
Policy Approver	Mike Sneesby - Chief Executive Officer
Last reviewed by	Vanessa Morley
Date of next review	2026

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