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Diversity, Equity and Inclusion Policy



Diversity, Equity & Inclusion 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.

This is guided by [Nine's Diversity, Equity and Inclusion Strategy](#), which aims to build a safe, respectful, and inclusive workplace. This is brought to life by our key values:

- **Keep it Human**

We recognise humanity in one another — which means treating people with empathy, dignity, and fairness. We support each other through challenges and celebrate a culture where everyone feels safe, seen, and supported.

- **Move Forward as One**

We know we're stronger together. By fostering collaboration, inclusivity, and shared responsibility, we move forward as one team, united in our commitment to a workplace where everyone can thrive.

- **Walk the Talk**

We lead by example — not just in following protocols, but in creating a workplace where care, accountability, and respect are integral to how we work and treat one another.

- **Turn Over Every Stone**

We stay curious and proactive. We ask questions, look for ways to improve, and seek out opportunities to enhance our support for others.

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Diversity, Equity & Inclusion Policy

1. Purpose

The Diversity, Equity 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 to create an environment where individual differences are valued and included.

2. Who this policy applies to

This policy applies to Nine employees, directors, contractors, interns and temporary workers inclusive of all diverse backgrounds, and their families where applicable.

3. Definitions used in this document

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

Term	Definition
Nine	Nine Entertainment Co. Holdings Limited and its related entities.
Leader	An Individual with managerial responsibility for other employees or teams.
Employee	An individual who is directly employed by Nine, including both full-time and part-time, on a permanent or fixed-term basis.
Our People/You	An employee or director of Nine or a person providing services at the request of or on behalf of Nine (for example, contractors, subcontractors and consultants)

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Workplace	The work environment (including offices, vehicles or a person's private residence) and any circumstances connected with a person's employment or engagement with Nine.
Diversity	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	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	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	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.

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4. Policy principles

This policy outlines Nine's overall commitment to diversity and inclusion. This is guided by [Nine's Diversity, Equity and Inclusion Strategy](#), which aims to build a safe, respectful, and inclusive workplace.

Nine's Diversity, Equity and Inclusion Strategy is centered on four key focus areas **Capability, Accountability, Representation, and Integration**:

- **Capability** means investing in people to foster a safe, respectful, inclusive workplace.
- **Accountability** uses a data-driven approach and strong governance to empower leaders to drive strategy progress.
- **Representation** ensures the workplace mirrors the community Nine supports.
- **Integration** involves incorporating inclusion across Nine's frameworks, policies, and practices.

This strategy is enabled by an investment in Nine Communities and delivering inclusive communications and content. The key delivery focus areas include:

Capability

- Fostering awareness for everyone at Nine 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.
- Fostering trust and psychological safety so our people may express opinions that differ from the group norm.

Accountability

- Prioritising pay equity, and continuously monitoring ways to eliminate and rectify gaps.
- Nine's commitment to Diversity and Inclusion guides our interaction with employees, contractors, customers, suppliers and audiences.

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Representation

- Embedding inclusive recruitment and hiring processes and procedures.
- Attracting, retaining and developing a workforce that reflects the diversity of the Australian community.
- Creating pathways and partnerships to strengthen First Nations representation.

Integration

- Creating and implementing equitable frameworks and policies, processes and practices.
- Promoting flexible work practices and policies to support our people and their changing needs.
- Developing supplier lists that reflect our diverse customer and audience base.

5. Diversity programs and practices

In order to achieve Nine's commitment to Diversity, Equity and Inclusion, as a Nine leader I will:

- apply diversity and inclusion principles, including demonstrating leadership and vision, as well as considering diversity, equity and inclusion in processes impacting our team members, suppliers, customers and community engagement;
- ensure outcomes from our key people and culture processes, including recruitment, performance reviews, promotion, career development, succession planning, and reward and recognition, are based on fairness, equity and performance;
- progress towards and maintain the measurable objectives outlined in this Policy;
- ensure diversity and inclusion principles are included in key projects, programs and initiatives, and offer equal access to opportunities;
- implement programs and policies which address impediments to diversity and inclusion in the workplace (such as providing access to paid parental leave, flexible working arrangements and reasonable adjustments, learning and

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development opportunities), and review these programs and policies to ensure that they are accessible, available and utilised by all team members when appropriate;

- invest in these programs appropriately and monitor the effectiveness of and continue to expand upon existing initiatives designed to identify, support and develop talented team members from a diverse range of backgrounds;
- empower team members to grow and develop in an inclusive, respectful, safe way;
- make reasonable efforts to understand reasons for resignations;
- apply diversity, equity and inclusion principles as part of significant organisational changes;
- support fair remuneration and the objectives of pay parity;
- continue to ensure Nine is an equal opportunity employer; and
- observe relevant laws in this area that apply

6. 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.

7. Roles and responsibilities

Board	Our Board oversees progress towards Nine's diversity measurable objectives and holds its Group Leadership Team to account on the Diversity, Equity and Inclusion Strategy and the associated Policy.
Leaders	Our leaders are expected to value inclusion, champion diversity, lead by example, promote flexible working and create a shared

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	understanding across Nine of its diversity and inclusion priorities. 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.
Everyone	We are all expected to value and respect differences and contribute to Nine's inclusive culture.
Diversity, Equity and Inclusion / People and Culture	Key teams responsible for governing the Diversity, Equity and Inclusion Strategy and associated actions. Email: dei@nine.com.au Email: peopleandculture@nine.com.au

8. 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

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- Recruitment Guidelines
- Nine's Diversity and Inclusion Strategy
- Nine Diversity and Inclusion hub
- People and Culture Policies

9. Reviewing and maintaining this policy

Policy Owner	Chief People Officer
Policy Approver	Chief Executive Officer
Last reviewed by	Chief People Officer
Date of next review	30 June 2028