



Ten Network Holdings Pty Limited

Modern Slavery Statement 2024

1. Reporting Entities

This statement is made under the *Modern Slavery Act 2018 (Cth)* by Ten Network Holdings Pty Limited ACN 081 327 068 (**TNHPL**) for itself and on behalf of its reporting subsidiaries Network Ten Pty Limited ACN 052 515 250 (**N10**) and The Ten Group Pty Limited ACN 057 564 708 (**TTGPL**). In this statement, references to **TEN** include all of those three companies. This statement records TEN's stance against all forms of modern slavery. This statement sets out the risks of modern slavery in TEN's supply chains and the steps taken to address those risks during the financial year ended 31 December 2024.

2. TEN's Structure, Operations and Supply Chains

The TEN companies are wholly-owned, indirect subsidiaries of Paramount Global (**Paramount**), a global media and entertainment company that creates content and experiences for audiences worldwide.

N10 is the sole operating entity in the group of companies that owns the Australian network of television stations known as Network 10. The other companies in that group are holding companies only, including holders of broadcasting licences and real property. Neither TNHPL nor TTGPL have any employees or operations.

N10's headquarters are in Sydney with operations also based in Melbourne, Brisbane, Adelaide, Perth and Canberra. At 31 December 2024, N10 had approximately 797 employees and contractors in aggregate.

N10 is a free-to-air commercial television broadcaster and during the reporting period had four free-to-air channels, 10, 10 BOLD Drama, 10 Peach Comedy and Nickelodeon and a video on demand service, 10 Play.

Key activities of N10's operations include the production and distribution of content across multiple platforms, the acquisition of content produced by third parties and the sale of advertising inventory and sponsorships.

N10 delivers a variety of content across multiple platforms and is home to popular franchises including *MasterChef Australia*, *Australian Survivor*, *I'm A Celebrity... Get Me Out Of Here!*, *Have You Been Paying Attention?*, *The Cheap Seats*, *Gogglebox Australia* and *10 News First*.

N10 is also a member of several industry groups, including Free TV Australia and Freeview Australia.





N10's principal supply chains relate to supplies of:

- media and entertainment content for television, digital and audio (podcast) such as production companies and distributors, both Australian and international;
- information technology products and services for content storage and distribution, transmission services, broadcasting equipment, IT and support services;
- goods and services for day-to-day business operations including office supplies, travel, cleaning and maintenance, and professional services (such as legal, tax and audit); and
- goods and services for marketing, advertising, and promotional activities.

3. Slavery risks in operations and supply chains

TEN is aware of the need to consider and address the risk of modern slavery which may arise in its supply chains.

N10's core business is in the production, acquisition and distribution of media content. Our business, and that of most of our suppliers, operates in areas where roles are largely performed by technical and/or professional operators. As a result, the risk of modern slavery is low.

Since N10's last Modern Slavery Statement in 2023 (**2023 Statement**), TEN has not become aware of, nor does it have any information to suggest that, any inappropriate labour conditions are currently present in our supply chains.

4. Actions to assess and address modern slavery risks

4.1 Measures taken in 2024

N10 has consulted with related companies within Paramount regarding the measures taken to assess and address the risks of modern slavery. Paramount reviews potential third parties against an online database of watch list and media data, which the Paramount compliance team can use to screen and review potential business partners for labour-related risks, among others.

The 2023 Statement was communicated to employees by email and made available publicly by way of inclusion on both the N10 intranet and the Paramount ANZ website (<https://www.paramountanz.com.au>). The Statement is also included in the induction materials for new employees.



4.2 The Global Business Conduct Statement and the Supplier Compliance Policy

Paramount applies universal minimum standards when dealing with suppliers around the world including by way of the Paramount code of conduct contained in Paramount's Business Conduct Statement (BCS).

The BCS serves as an expression of Paramount's commitment to acting ethically and in accordance with the laws that apply wherever business is conducted. It is also intended to be a practical internal resource on ethics and legal compliance matters, providing information and guidance to help us do the right thing. The Paramount compliance team, subject matter experts, and leaders across the organisation review and update the BCS at least every other year. All N10 employees are required to complete Paramount's mandatory e-training course on the BCS.

The BCS includes the Supplier Compliance Policy. Under the provisions of the Supplier Compliance Policy, our suppliers must adhere to the same high standards that Paramount sets for itself in relation to fair and ethical business and employment practices including in relation to child and forced labour, wages, hours, overtime, improper behaviour in the workplace and any work-related settings. We continue to include an obligation to comply with the Supplier Compliance Policy in all vendor/supply chain agreements.

The latest version of the Business Conduct Statement contains a discrete policy on *Complying with International Sanctions and Export Controls, Anti-Boycott, and Modern Slavery Laws* – which states: “Paramount complies with all applicable laws that prohibit modern slavery and human trafficking. As such, we take a zero-tolerance approach to modern slavery and human trafficking, and we are committed to ensuring that modern slavery has no place within our operations and supply chains. These expectations would apply to both Paramount's own sourcing activities as well as licensees, vendors, and production facilities involved in the manufacture of our products.”

The BCS and Supplier Compliance Policy are publicly available on the Paramount website and can be accessed via the TEN Modern Slavery Statement on the Paramount ANZ corporate website. Non-English language versions of the BCS are also available via the Paramount website.

The BCS acts as Paramount's code of conduct, but there are other important, relevant policies such as Paramount's Non-Discrimination and Anti-Harassment Policy, and Paramount ANZ's Work, Health & Safety (WHS) Policy, which reflect our commitment to fair and ethical business and employment practices.

4.3 Grievances



N10 has clear pathways for employees to raise grievances, including concerns regarding modern slavery. Our Speaking Up & Non-Retaliation Policy clarifies the universal expectation of employees to speak up and raise concerns if they see behaviour which they feel is at odds with the guidance from the BCS. The policy prohibits retaliation against anyone for raising or helping to address an integrity concern in good faith.

Employees are encouraged to use OpenLine, the Paramount reporting helpline in situations where employees believe their report should be directly communicated to Paramount's Office of Global Compliance or where they prefer to place an anonymous report in confidence.

Further, the Paramount ANZ Whistleblower Protection Policy sets out what whistleblowing is and the steps that can be taken to raise a concern. Disclosable matters under the policy include where there is a suspected improper state of affairs, including in relation to breach of the law.

5. Assessing the effectiveness of our actions

TEN will continue to review its policies, training, and risk assessment procedures to determine their effectiveness. This will include considering any further guidance or advice provided by the Department of Home Affairs following its assessment of modern slavery statements as well as review of published statements by our suppliers and other reporting entities in the media sector.

6. Consultation

This statement was prepared with the assistance of N10's Legal, Human Resources, Finance, Corporate Communications and Regulatory departments. TEN hopes to be able to further the work we have done to investigate current supply chains for the purpose of future reporting and continue to educate the business about modern slavery.

7. Approval

This statement was approved by the boards of each of the three reporting entities covered by this statement. Each of the boards of TNHPL, N10 and TTGPL approved the statement on 27 June 2025.

This statement is signed by Beverley McGarvey in her role as President of Network 10 & Head of Streaming and Regional Lead, Paramount ANZ on 27 June 2025.

Beverley McGarvey

President of Network 10 & Head of Streaming and Regional Lead, Paramount ANZ
27 June 2025