



Diversity Policy

Nine Entertainment Co. Holdings Limited ACN 122 203 892

Adopted by the board on 18 October 2013

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1 Introduction

- (a) Nine Entertainment Co. Holdings Limited (**NEC**) acknowledges the positive outcomes that can be achieved through a diverse workforce, and recognises and utilises the contribution of diverse skills and talent from its directors, officers and employees.
- (b) For the purpose of this policy, diversity includes, but is not limited to, gender, age, ethnicity, cultural background, religion, sexual orientation, disability and mental impairment.
- (c) This policy applies to all officers, employees and all people who work at NEC, including contractors and consultants.
- (d) This policy will be reviewed at least annually by the Board to ensure its effectiveness

2 Commitment of NEC

NEC will endeavour to ensure:

- (a) that NEC's corporate culture at all levels supports diversity in the workplace whilst maintaining a commitment to a high performance culture;
- (b) that consideration is given to programs and processes for the development of skills of its employees and support for an individual's domestic responsibilities;
- (c) the policy for selection and appointment of new directors is transparent; and
- (d) the Board establishes objectives on an annual basis to identify ways in which the achievement of gender diversity at NEC is measured, and in relation to other aspects of this diversity policy

3 Responsibilities

- (a) The Board has responsibility for this policy, including its regular review and the monitoring of its effectiveness.
- (b) The Board has responsibility to:
 - (i) annually set and review objectives in relation to gender diversity (**Objectives**) and, where appropriate, other aspects of diversity;
 - (ii) assess annually the company's progress in achieving the Objectives. The results of this assessment are disclosed in NEC's annual report; and
 - (iii) disclose:
 - (A) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes), or
 - (B) the entity's Gender Equality Indicators, as defined in the Workplace Gender Equality Act 2012.