

NOVA Entertainment Group (**NOVA**) is committed to understanding and managing social, ethical and environmental issues along its supply chain in a responsible manner. This Supplier Code of Conduct (**Code**) has been developed to help meet this commitment and outlines the terms and conditions of doing business with NOVA.

Potential or suspected breaches of this Code can be reported to NOVA via the reporting means contained at the end of this document. Any grievances or disputes in relation to the Code may be reported in the same manner. All reports can be made anonymously and can be made directly by workers, by suppliers on behalf of workers or by any stakeholder.

SUPPLIER COMMITMENTS

1. ETHICAL BUSINESS PRACTICES

NOVA expects its suppliers to:

- conduct their business activities in an ethical manner;
- comply with all applicable anti-bribery, anti-corruption and anti-money laundering laws and regulations and not engage in fraudulent, corrupt or exploitative activities;
- conduct their business in a manner that is fair, professional and will not bring NOVA into disrepute;
- keep accurate accounts and records of all goods or services provided to NOVA, including all supporting materials used to generate relevant invoices;
- not improperly use any private, confidential or commercially sensitive information of NOVA that may come into the supplier's possession as a result of its dealings with NOVA; and
- declare to NOVA any actual, potential or perceived conflict of interest that exists, or is anticipated, in connection with its dealings with NOVA.

2. LABOUR, HUMAN RIGHTS & MODERN SLAVERY STANDARDS

NOVA does not condone the use of child or forced labor and any form of modern slavery as defined in the *Modern Slavery Act 2018* (Cth).

Suppliers must not engage or be complicit in any practices of modern slavery and must complete NOVA's 'Supplier Questionnaire' in respect of their operational practices.

NOVA expects its suppliers to:

- engage their workers lawfully and integrate appropriate labour and human rights policies and practices into their business and supply chains;
- not discriminate against any worker based on age, disabilities, ethnicity, gender, marital status, political affiliation, race, religion, sexual orientation, gender identity, union membership or any other status protected by law in hiring and other worker engagement practices;
- commit to a work environment free from bullying, harassment, victimization and abuse;
- provide goods and services in a manner consistent with any applicable human rights obligations;
- ensure that employment is freely chosen and that all work is undertaken without coercion;

SUPPLIER CODE OF CONDUCT



- ensure that there is no forced, bonded or involuntary labour;
- employ workers who are the applicable minimum legal age and are authorised by law to be employed;
- ensure any use of temporary and outsourced labour is compliant with all applicable laws;
- follow applicable laws and regulations with respect to wages, working hours, benefits, superannuation, leave entitlements, and workers compensation insurance;
- provide goods and services in a manner consistent with any applicable human rights obligations; and
- proactively identify, address and, where required by legislation, report on risks of modern slavery practices in their business operations and supply chains.

3. HEALTH AND SAFETY

NOVA expects its suppliers to:

- comply with all applicable laws relating to workplace health and safety;
- manage occupational health and safety hazards; and
- provide workers with regular and recorded job-related health and safety training.

4. ENVIRONMENTAL IMPACT

NOVA expects its suppliers to:

- comply with applicable local and national laws relating to environmental standards; and
- minimise the environmental impact of their operations and maintain environmentally responsible policies and practices.

SUPPLIER COMPLIANCE

NOVA expects its suppliers to:

- monitor their compliance with this Code and notify NOVA as soon as practicable if they become aware of a reasonable risk of a breach; and
- take reasonable steps to address, remedy and prevent the recurrence of any breach of this Code.

NOVA may also periodically review or audit a supplier's compliance with this Code. In this event, suppliers are expected to co-operate and provide any information or documentation NOVA reasonably requires.

REPORTING AVENUES

Reports to NOVA of breaches of this Code or grievances or disputes in relation to the Code can be made by any of the following means:

- To NOVA's external whistleblower platform "Your Call":
 - Website: <https://www.yourcall.com.au/report>
 - Telephone: 1300 790 228. Available between 9am and 12am on recognised Australian national business days (AEST)

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- Email: novaent@yourcall.com.au
- To NOVA's Chief People Officer: people@novaentertainment.com.au
- To NOVA's General Counsel: legal@novaentertainment.com.au

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