

**Sony Joint Modern Slavery Statement - *Modern Slavery Act 2018*
(Cth)**

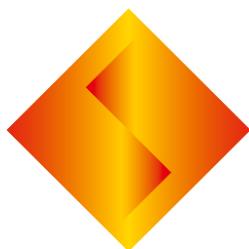
Reporting Period: 1 April 2019 – 31 March 2020

Reporting Year: Year 1

SONY



SONY MUSIC



**Sony
Interactive
Entertainment**

Sony Joint Statement Australia - *Modern Slavery Act 2018* (Cth)

Mandatory Criterion 1 – Identify the reporting entities

This joint modern slavery statement (“**Joint Statement**”) meets the requirements for approval and signature set out in section 14 of the Commonwealth *Modern Slavery Act 2018* (Cth) (the “**Australian Modern Slavery Act**”).

This Joint Statement covers all Sony companies operating and carrying out business in Australia, who are required by the Australian Modern Slavery Act to publish a modern slavery statement (collectively referred to in this Joint Statement as “**Australian Sony reporting entities**”, “**we**” or “**us**”). The list of Australian Sony reporting entities covered by this Joint Statement as of 31 March 2020 is available in the **Annex**.

This Joint Statement covers the reporting period between 1 April 2019 to 31 March 2020 and addresses each of the mandatory criteria for content set out in section 16 of the Australian Modern Slavery Act.

Although not all Sony Group companies (“**Sony**”) are subject to the Australian Modern Slavery Act, all Sony companies throughout the World (including the Australian Sony reporting entities) are required to comply with applicable global Sony policies and procedures, so we make references to actions taken at a global level in this Joint Statement together with additional steps the Australian Sony reporting entities have taken in the relevant reporting period.

The Australian Sony reporting entities welcome the introduction of the Australian Modern Slavery Act and the supporting guidance provided by the Australian Government set out in the *Commonwealth Modern Slavery Act 2018 - Guidance for Reporting Entities* (“**Australian Government Guidance**”). The Australian Sony reporting entities have used the Australian Government Guidance to help prepare this Joint Statement and to more generally inform and guide the steps we are taking and our approach to compliance with the Australian Modern Slavery Act.

Our Human Rights Commitment

Slavery and human trafficking can occur in many forms, such as forced labor, child labor, domestic servitude, sex trafficking, and related forms of workplace abuse. In this Joint Statement, we use the terms “**slavery**” and “**human trafficking**” or “**modern slavery**” to include all forms of slavery, servitude and forced or compulsory labor, and human trafficking in a manner consistent with the definition of “modern slavery” in the Australian Modern Slavery Act.

Globally, Sony is committed to maintaining and improving systems and processes to help identify and address risks of human rights violations related to our business operations or supply chains throughout the world.

At a global level, we have invested significant resources and have collaborated with stakeholders, suppliers and industry associations to develop and implement programs designed to prevent slavery and human trafficking in our business operations and supply chains, particularly in our electronics manufacturing supply chain, which, as noted below, is an area at higher risk of slavery and human trafficking.

Since the introduction of the Australian Modern Slavery Act, the Australian Sony reporting entities have also invested significant resources to understand the new requirements of the Australian Modern Slavery Act and the expectations of the Australian Government as set out in the Australian Government Guidance. This body of work includes working closely with “Global HQ” stakeholders in Legal, Compliance and CSR at Sony Corporation to develop and refine our approach to addressing this important and complex human rights issue.

Sony’s global, prioritised, risk based approach aligns with the approach taken by the Australian Government, however, the Australian Sony reporting entities have also taken additional steps and measures where required as set out in this Joint Statement.

Mandatory Criterion 2 – Our Structure, Operations and Supply Chains

Structure.

All of the Australian Sony reporting entities form part of the Sony group. Sony Corporation (Organisation number 134 059 582) (“**Sony Corporation**” or “**Global HQ**”), incorporated in Japan, is the ultimate parent company for all of the Australian Sony reporting entities.

- **Sony Australia Limited (ACN 001 215 354)** is an Australian public company, limited by shares. It has approximately 180 employees and its registered office is 165 Walker Street, North Sydney NSW 2060. In terms of its corporate structure, it does not control any other entities and its Dutch holding company (Sony Overseas Holding BV) owns 100% of the issued shares in Sony Australia Limited.
- **Sony Music Entertainment Australia Pty Ltd (ACN 107 133 184)** is an Australian proprietary company, limited by shares. It has approximately 135 employees and its registered office is 11-19 Hargrave St Darlinghurst NSW 2010. In terms of its corporate structure, its immediate parent entity is SBME Holdings (Australia) Pty Limited. It owns and controls some local Australian music businesses.

- **SBME Holdings (Australia) Pty Ltd (ACN 107 132 329)** is an Australian proprietary company, limited by shares. In terms of its corporate structure, its immediate parent entity is Sony Music Entertainment, incorporated in the United States of America and it owns or controls BMG Australia Pty Limited and Sony Music Entertainment Australia Pty Ltd.
- **Sony Interactive Entertainment Australia Pty Limited (ACN 077 583 183)** is an Australian proprietary company, limited by shares. It has approximately 61 employees with registered office at 64 – 76 Kippax Street, Surry Hills NSW 2010. In terms of its corporate structure, its parent company is Sony Interactive Entertainment Europe Ltd; it is a wholly owned subsidiary of Sony Interactive Entertainment Europe Ltd and it does not control any other entities.
- **Sony Interactive Entertainment Network Europe Ltd (Company number 06020283)** is a private company, limited by shares, with a registered office in the UK. In terms of its corporate structure, its parent company is Sony Interactive Entertainment Europe Ltd; it is a wholly owned subsidiary of Sony Interactive Entertainment Europe Ltd and it does not control any other entities.

Operations.

To understand the specific operations of the Australian Sony reporting entities, it is useful first to understand how Sony operates at the global level. Globally, Sony is engaged in the development, design, manufacture and sale of various kinds of electronic equipment, instruments and devices for consumer, professional and industrial markets such as network services, game hardware and software, televisions, audio and video recorders and players, still and video cameras, mobile phones, and image sensors (collectively, our “**electronics**” products). Globally, there are 14 Sony-operated manufacturing sites for our electronics products, which are located in Japan, China, South Korea, Thailand, Malaysia, UK and Brazil. Sony global affiliates also contract with third parties to manufacture certain electronics products on Sony’s behalf.

In addition to electronics, Sony is engaged in the development, production, manufacture, and distribution of recorded music and the management and licensing of the words and music of songs as well as the production and distribution of animation titles, including game applications based on animation titles. Sony is also engaged in the production, acquisition and distribution of motion pictures and television programming and the operation of television and digital networks. Further, Sony is also engaged in various financial services businesses, including life and non-life insurance operations through its Japanese insurance subsidiaries and banking operations through a Japanese internet-based banking subsidiary.

The Australian Sony reporting entities specifically undertake the following functions, activities and operations:

- **Sony Australia Limited (ACN 001 215 354)**
 - Sony Australia Limited is a local sales and marketing company in Australia for electronics manufactured by Sony. We do not manufacture any electronics. Our core business is divided into consumer products and professional products and solutions. Sony Australia Limited's key consumer products are televisions, home theatre and solutions, Blu-ray disc and DVD players, headphones and earphones, MP3 players, wireless speakers, cameras, video cameras and memory cards. These products are sold through a range of retail partners across Australia and also directly by Sony Australia Limited through our online store (<https://store.sony.com.au/>) and retail stores located in Castle Hill, Chatswood and Parramatta (Sydney).
 - Sony Australia Limited also provides to the Australian market a range of professional products and solutions for the broadcast and production, sports, entertainment, education, corporate and healthcare sectors. Professional products include studio and broadcast cameras, digital cinema cameras, camcorders, professional monitors and projectors, optical disc archiving, and imaging cameras and monitors.
 - Our professional solutions also include integrated solutions for outdoor broadcast vans (OBVs) and sports tracking technologies through our Hawk-Eye business across Australia.
- **Sony Music Entertainment Australia Pty Ltd (ACN 107 133 184)**
 - Sony Music Entertainment Australia Pty Ltd is the Australian affiliate of Sony Music Entertainment.
 - The principal continuing activities of Sony Music Entertainment Australia Pty Ltd are the sale and licensing of pre-recorded music, compact discs, records, DVDs and associated merchandise and the sale of music via digital channels. In addition, the company is involved in sponsorships and endorsements, concert promotion and artist management.
 - The company has played a pioneering role in music history and nurtured some of music's most iconic artists and produced some of the most influential recordings of all time. The company supports a diverse roster of superstars, developing and independent artists and visionary creators, with a local artist roster consisting of over 70 Australian artists.
 - Sony Music Entertainment Australia Pty Ltd is also involved in the operations of the local Australian music businesses which it either owns or controls.
- **SBME Holdings (Australia) Pty Ltd (ACN 107 132 329)**
 - SBME Holdings (Australia) Pty Ltd is the holding company for Sony Music

Entertainment Australia Pty Ltd and does not undertake any operations.

- **Sony Interactive Entertainment Australia Pty Limited (ACN 077 583 183)**
 - Sony Interactive Entertainment Australia Pty Limited is a sales and marketing company and appointed local distributor for electronics manufactured by Sony Interactive Entertainment Europe Limited (and associated subsidiaries). We do not manufacture any products ourselves.
 - Our core business is consumer products, including products marketed under the PlayStation brand.
 - Our key consumer products are gaming consoles, videogames and associated peripherals, and accessories.
 - These products are sold through a range of retail partners throughout Australia.

- **Sony Interactive Entertainment Network Europe Ltd (Company number 06020283)**
 - Sony Interactive Entertainment Network Europe Ltd operates the PlayStation online store and sells digital games from that platform to Australian consumers.

Supply Chains.

The supply chains across the different Australian Sony reporting entities are complex and varied. A high level summary of our supply chain structure is set out below.

i. Supply chains in relation to core Sony products

We acquire our products from our Sony global affiliates who form part of our supply chain for core products such as electronics. Our global affiliates procure materials and component parts for Sony's electronics products from suppliers located throughout the world including China, Japan, Asia-Pacific (India, South Korea, Oceania), Europe (UK, France, Germany, Russia, Spain, Sweden), the US and other areas (Middle East, Brazil, Mexico and Canada). (See Sustainability Report 2020, page 78, https://www.sony.net/SonyInfo/csr/library/reports/SustainabilityReport2020_E.pdf#page=79)

Specifically, Sony Australia Limited imports electronics from Sony Corporation, while Sony Interactive Entertainment Australia Pty Limited acquires electronics in connection with the PlayStation brand (such as gaming consoles and accessories) from Sony Interactive Entertainment Europe Limited. These supply arrangements are long term and secure, given they are intra-group arrangements.

Sony Music Entertainment Australia Pty Ltd (“SMEA”) acquires the rights to audio and audio visual recordings through entering into recording agreements with music recording artists, where SMEA acquires ownership in the recordings, or by entering into licence or distribution agreements with such artists, where the artist retains ownership and SMEA acquires more limited rights for a fixed period.

SMEA also obtains the rights to audio and audio visual recordings of international music recording artists through licence arrangements with other companies in the Sony Music Entertainment corporate group outside of Australia. SMEA releases and markets these recordings in Australia via physical formats such as CD and vinyl and via digital formats such as streaming services and downloads.

Our global affiliates procure materials and component parts for Sony's music, gaming and electronics products from suppliers located throughout the world.

ii. Supply chains for other operations

To support the sale and marketing operations and other activities, the Australian Sony reporting entities' supply chain also includes the following:

- logistics services (end to end transportation of Sony products to end consumers, including warehousing);
- sales and marketing (advertising, promotions, merchandise, public relations, social media, retail displays);
- professional services (legal, accounting and tax advice);
- insurance;
- administrative support (such as outsourced accounts receivable/payable functions);
- information technology (IT infrastructure, IT consulting, IT goods and services procurement); and
- facilities management (services for cleaning, repairs and maintenance and day to day business operations).

Generally speaking our suppliers for the above are based locally in Australia. However:

- some back-end support services, such as IT services, are provided by our global affiliates; and
- a small number of our suppliers are located outside Australia, for example, some of SMEA's merchandise manufacturers are located off-shore (including China), Sony Australia Limited's call center operator is located in the Philippines and Sony Interactive Entertainment Australia Pty Limited engages suppliers located in the United Kingdom and the Philippines.

Mandatory Criterion 3 – Describe the risks of modern slavery practices in the operations and supply chains of the reporting entities and any entities the reporting entity owns or controls

Globally, Sony engaged Business for Social Responsibility (“BSR”), an independent, non-profit, global organization devoted to building a just and sustainable world, to evaluate risks of slavery and human trafficking in our business operations and related supply chains. From that assessment, and from our processes and controls, we understand that our electronics manufacturing supply chain is at higher risk for potential human rights abuses than any other Sony company business operations or the supply chains of our non-electronics business segments. Globally, Sony is prioritizing our

electronics manufacturing supply chains in our Group-wide efforts.

In addition to the above risk assessment exercise, the Australian Sony reporting entities completed a preliminary scoping exercise to identify key areas of potential modern slavery risk in relation to our specific operations and supply chain, in particular, and as a first step, identifying those suppliers who may be potentially considered high risk.

To help evaluate modern slavery risk areas we looked at specific known risk factors outlined in the Australian Government Guidance. This approach is consistent with the UN Guiding Principles on Business and Human Rights.

The Australian Sony reporting entities identified the following key potential risks in our operations and supply chain:

- **Sector and industry risks.** Consistent with Sony's global approach we identified electronics as being a higher risk sector and industry. We also identified fashion in relation to our merchandise and cleaning in relation to our offices as sectors known to have a higher risk of modern slavery as outlined in the Australian Government Guidance.
- **Product and services risks.** Again, we identified electronic products, which have been identified by the Global Slavery Index 2018 as the products at the highest risk of modern slavery. We recognise that cotton used in merchandise represents a potentially high risk. Additionally, services such as cleaning are recognised as potential high risk services.
- **Geographic risks.** We recognise that some countries may have potentially higher risks of modern slavery. The Global Slavery Index 2018 indicates that electronics and fashion in particular sourced from certain Asian countries present higher risks of being implicated in modern slavery.

We will continue to use these key risks factors to identify areas of risk and to inform how we prioritise our supplier engagement activities going forward.

In taking this prioritised risk based approach consistent with the Australian Government Guidance, the Australian Sony reporting entities are, in addition to our global efforts, working towards identifying specific suppliers to conduct risk assessment surveys that will be targeted based on the above initial risk assessment and scoping process. This risk assessment survey process forms part of our Year 2 compliance efforts.

Mandatory Criterion 4 – Actions taken to assess and address modern slavery and human trafficking risks, including due diligence and remediation processes

A global approach.

Globally, Sony employs rigorous hiring procedures and has implemented robust employment policies

and other controls to mitigate the risk of slavery and human trafficking in our own business operations.

Sony Group Code of Conduct.

Our commitment to human rights is set out in the Sony Group Code of Conduct, which is applicable to all Sony directors, officers, employees and relevant third- party staff (the “**Code of Conduct**”). The Code of Conduct is available at <https://www.sony.net/code/>. Our Code of Conduct reflects ethical principles set out in various global guidelines including the following guidelines:

- Organization for Economic Co-operation and Development (“**OECD**”) Guidelines for Multinational Enterprises
- The United Nations Global Compact
- The United Nations Universal Declaration of Human Rights
- The Guiding Principles on Business and Human Rights and Sustainable Development Goals (“**SDGs**”)

The Code of Conduct prohibits any form of forced, involuntary or child labor in our operations, requires all Sony companies to adopt sound labor and employment practices and requires all Sony companies to treat their employees in accordance with applicable laws. Each Sony company must take appropriate steps to assure compliance with the Code of Conduct, including establishing appropriate disciplinary procedures, which may include termination of employment, for violations of the Code of Conduct.

In addition, in accordance with the Code of Conduct, all Sony suppliers and contractors are expected to adhere to Sony’s ethical values and comply with Sony policies concerning compliance with laws, respect for human rights and fair labor and employment practices.

Our Code of Conduct has been translated into 23 languages and has been communicated to all Sony employees.

Due diligence.

i. Identifying and assessing actual and potential human rights impacts.

- ***Self-assessments.*** Assessments and audits are an integral part of our overall supply chain management process. Each year, all of Sony’s own electronics manufacturing sites conduct a self-assessment utilizing the Responsible Business Alliance (“**RBA**”, formerly Electronic Industry Citizenship Coalition®) Self-Assessment Questionnaire (“**RBA Questionnaire**”) to monitor adherence to the Code of Conduct and the Sony Supply Chain Code of Conduct (the “**Supply Chain Code**”). The RBA Questionnaire completed by all Sony manufacturing sites

for fiscal year 2019 did not identify any areas of major non-conformance to Sony's standards. Pursuant to Sony's internal procedures, if any non-conformance had been identified, our affiliates would have been required to put an improvement plan in place to ensure conformance to the standards set by these Codes.

- ***Assessment of Labor Conditions for Foreign Workers Employed at Manufacturing Sites.*** In response to increasing concerns over labor conditions of migrant workers, beginning in 2017 Sony affiliates operating in Japan conduct risk assessments at its manufacturing sites to determine which manufacturing sites in Japan have the highest risk of directly or indirectly engaging foreign workers. Sony has identified several of its manufacturing sites in Japan where our on-site business partners employ foreign workers. Our global affiliates asked our on-site business partners at these sites to survey their foreign workers to ensure that appropriate hiring processes were used to engage such foreign workers at these sites. In 2019, a number of manufacturing sites conducted in-person interviews of on-site subcontractors to verify their hiring processes for technical intern trainees in Japan and the countries in which they were hired, as well as the labor conditions of trainees.
- ***Media and NGO reports.*** Sony reviews media and NGO reports to help determine Sony's highest-risk suppliers. In cases where any possibility of violations of the Supply Chain Code is reported via external sources, such as NGOs or media reports, Sony cooperates with the supplier in question to confirm the facts of the case expeditiously and objectively. Specifically, Sony may request that the supplier's manufacturing site undergo a third-party RBA audit.

In addition to the global efforts, the Australian Sony reporting entities are also in the process of developing risk assessment surveys consistent with the Australian Government Guidance to apply to specific potentially higher risk suppliers we have identified. As part of that process we intend to further educate those suppliers on Sony's global requirements and expectations. We will also consider media and NGO reports, the Australian Government Guidance and global policies and procedures in structuring our supplier risk assessment surveys.

ii. Integrating our findings across the group and taking appropriate action to address impacts.

Supplier Compliance Procedures and Adherence to Our Values

Supply Chain Code. Our global affiliates are committed to working with Sony's suppliers and other stakeholders to understand further potential areas of risk and increase transparency. Sony seeks to use its influence to help mitigate any negative impacts identified. Sony is a founding member of the RBA, a non-profit coalition comprising electronics, retail, automotive and toy companies committed to supporting the rights and well-being of workers and communities affected by the global electronics supply chain and has adopted the Supply Chain Code for Sony's electronics products suppliers. The

Supply Chain Code, which incorporates the RBA Code of Conduct, establishes standards designed to, among other things, ensure that human rights of workers are upheld and that workers are treated with respect and dignity by suppliers. In particular, the Supply Chain Code prohibits forced, bonded or indentured labor, involuntary prison labor, slavery and human trafficking. The Supply Chain Code is available at https://www.sony.net/SonyInfo/csr_report/sourcing/

The Supply Chain Code is aligned with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the UN Declaration of Human Rights.

Contract Terms. Compliance with the Supply Chain Code is included in contracts signed when Sony begins doing business with a supplier. Suppliers are kept informed of changes to the Supply Chain Code and receive updated documents. To further ensure that suppliers are taking action to comply with the Supply Chain Code, Sony regularly reminds suppliers of their responsibilities and obtains a written confirmation of compliance from suppliers.

In 2018, as part of Sony's continued efforts to strengthen Sony's supply chain management and prevent the use of forced labor in our supply chains, our global affiliates sent a written reminder to Sony's suppliers stressing the importance of compliance with our Supply Chain Code. Sony's communication included the latest information on applicable human rights related laws and regulations, common industry findings related to forced labor and the latest self-assessment tools.

In fiscal year 2019, Sony reminded all suppliers of their requirements under the Supply Chain Code, which include observing the rights of workers to choose employment freely, receive humane treatment, and not face discrimination. Sony also requested all suppliers to further tighten their supply chain management to prevent forced labor.

Ongoing Monitoring and Assessment of Electronics Manufacturing Operations and Supply Chain

i. Internal Leadership. Sony's corporate social responsibility, procurement and production groups at Global HQ take the lead in promoting Sony's responsible sourcing practices, including practices designed to prevent slavery and human trafficking. Global HQ's corporate social responsibility group communicates with external stakeholders to monitor trends and best practices and our procurement and production groups at Global HQ are responsible for overall policy implementation in Sony's electronics manufacturing operations.

ii. Assessment of Labor Conditions for Foreign Workers Employed at Manufacturing Sites. Where necessary, our global affiliates asked Sony's business partners to improve compliance with the Supply Chain Code. Sony continues to monitor labor conditions at these manufacturing sites.

iii. Tracking our performance to check the impact we are making. To check whether impacts are being addressed, Sony issues improvement instructions to any supplier that is suspected to be in violation of the Supply Chain Code and then verifies that those improvement instructions have been completed as requested. If deficiencies are discovered through third-party RBA audits of a supplier's manufacturing site, our global affiliates require the supplier to develop an improvement plan and monitors the supplier's performance by conducting follow-up audits.

iv. Publicly communicating what we are doing. Sony publicises what it is doing to address human rights impacts through its Responsible Supply Chain webpage at https://www.sony.net/SonyInfo/csr_report/sourcing/.

Remediation

i. Grievance Mechanism. Sony employees are encouraged to raise any concerns and have multiple channels to do so, including an ethics hotline that is available in the local language and staffed by independent third-party operators. Sony protects reporters from retaliation. Sony also operates hotlines for external stakeholders to report suspected violations of the Supply Chain Code.

Sony investigates allegations expeditiously and objectively. If a violation by a supplier is confirmed, Sony requires the supplier to take corrective action. If a supplier refuses to cooperate with the investigation or fails to take requested corrective action, Sony will reconsider the business relationship. If the violation involves an indirect supplier, the relevant Sony affiliates will work with its direct supplier to obtain corrective action from such indirect supplier.

ii. Training. All Sony employees are required to receive initial and periodic refresher training on the Code of Conduct to help ensure they understand our internal policies. Our procurement staff for our global affiliates' electronics manufacturing operations receives additional training on the Supply Chain Code standards, how to identify risks of slavery and human trafficking, and how to conduct an effective supplier assessment.

During the on-site supplier assessments conducted by our global affiliates, the staff members of our global affiliates provide training to Sony's suppliers on the Supply Chain Code and share Sony's experience on how socially responsible practices benefit business operations, such as increased productivity and lower staff turnover.

Looking ahead

Looking ahead, in addition to the ongoing global Sony measures, the Australian Sony reporting entities have committed to the following measures as part of our Year 2 compliance activities and commitment to continuous improvement:

- **Targeted and additional training.** To supplement compulsory training required under our global policies and procedures, we intend to roll out customised supplementary training to key Australian based stakeholders in procurement in respect of the Australian Modern Slavery Act, the Australian Government Guidance, key requirements for the Australian Sony reporting entities, modern slavery indicators, what steps we are taking and Sony’s global policies and procedures; and
- **Risk assessment of higher risk suppliers.** To follow-on from the initial scoping assessment, we propose to conduct risk assessment surveys with those particular suppliers the Australian Sony reporting entities have identified as potentially higher risk due to key risk factors. This exercise will also include an awareness raising exercise of Sony’s global policies and procedures.

Mandatory Criterion 5 – How Sony assesses the effectiveness of its actions to assess and address modern slavery risks

Globally Sony conducts assessments of its electronics suppliers. Sony has tracked overall supplier performance with our Supplier Code by comparing year over year results of the annual number of (i) assessments completed, (ii) documents reviewed, (iii) improvements requested, and (iv) on-site visits. See https://www.sony.net/SonyInfo/csr_report/sourcing/ and our Sustainability Report 2020, page 77 for more details, available at https://www.sony.net/SonyInfo/csr/library/reports/SustainabilityReport2020_E.pdf#page=77

Under the supervision of the Corporate Executive Officer in charge of CSR, the Sony CSR group at Global HQ assesses external trends and communicates with stakeholders.

In addition to the global measures used to assess the effectiveness of our actions, in line with the Australian Government Guidance on this specific criterion, the Australian Sony reporting entities intend to track the specific actions we are taking locally to support our global efforts. This includes:

- tracking the progress of the roll out of the planned supplier risk assessment surveys conducted by the Australian Sony reporting entities; and
- tracking the levels of awareness among staff of the Australian Sony reporting entities by recording who has attended and completed the planned additional modern slavery training.

Mandatory Criterion 6 – Our Consultation Process

As this is a Joint Statement we are required to not only describe the consultation with the entities which the Australian Sony reporting entities own or control, but also the consultation processes as between the entities providing this Joint Statement.

Each Australian Sony reporting entity appointed a stakeholder to form part of a modern slavery

compliance project team for the preparation of this Joint Statement and to undertake related compliance activities.

Each Australian Sony reporting entity consulted with the other Australian Sony reporting entities and any entities owned or controlled by it and Global HQ, by email communications and discussions between the entities' key stakeholders.

These discussions initially occurred when the different Sony companies with operations in Australia conducted threshold assessments as to whether they needed to report under the Australian Modern Slavery Act and when preparing this Joint Statement.

Throughout the reporting year, the project team met and communicated regularly to develop and refine the joint approach.

Mandatory Criterion 7 – Other Relevant Information

The impacts of Covid-19

The Australian Sony reporting entities also welcome the release of the guidance from the Australian Government entitled “Modern Slavery Act Information Sheet: Coronavirus” which acknowledges that the global pandemic can disproportionately impact the vulnerability of some workers and increase their potential exposure to modern slavery risks.

We will monitor the impacts of Covid-19 and the potential modern slavery risks in our operations and supply chain through the measures described in this Joint Statement.

Sony Corporation also established the Sony Global Relief Fund for COVID-19 which provides support in three main areas: Medical, Education and the Creative Community. To find out more about the Sony Global Relief Fund for COVID-19 visit https://www.sony.net/SonyInfo/csr/community/covid19_fund/.

Additional Australian Government Materials

We also acknowledge the Australian Government released Template modern slavery clauses in October 2020. While the Australian Sony reporting entities understand that these clauses are aimed at Australian Government procurement, we intend to review these Template clauses to gain a better understanding of the Australian Government's expectations in this space.

We continue to welcome further guidance the Australian Government publishes in relation to the Australian Modern Slavery Act.

Approval of Joint Statement

This Joint Statement has been approved by the Board of Directors for each of the Australian Sony reporting entities in accordance with section 14 of the Australian Modern Slavery Act.



Yuzo Otsuki

Director

Sony Australia Limited

Date: 2 December 2020



Denis Handlin AO

Director

Sony Music Entertainment Australia Pty Ltd

Date: 2 December 2020



Denis Handlin AO

Director

SBME Holdings (Australia) Pty Ltd

Date: 2 December 2020



Simon Rutter

Director

Sony Interactive Entertainment Australia

Pty Limited

Date: 2 December 2020



Simon Rutter

Director

Sony Interactive Entertainment Network

Europe Limited

Date: 2 December 2020

Annex – Reporting Entities

- Sony Australia Limited ACN 001 215 354
- Sony Music Entertainment Australia Pty Ltd ACN 107 133 184
- SBME Holdings (Australia) Pty Ltd ACN 107 132 329
- Sony Interactive Entertainment Australia Pty Limited ACN 077 583 183
- Sony Interactive Entertainment Network Europe Limited Company number 06020283