

**BBC GROUP MODERN SLAVERY STATEMENT**

FINANCIAL YEAR ENDED 31 MARCH 2018

**1. The BBC Group has a responsibility to prevent modern slavery in our organisation and supply chains.**

The BBC is one of the largest public service broadcasting organisations in the world, established by Royal Charter and publicly funded from licence fee revenue paid by UK households. The BBC Group comprises the public arm of the BBC, as well as BBC commercial subsidiaries which operate in the UK and internationally – most notably BBC Studios<sup>1</sup>, BBC Global News and BBC Studioworks. The BBC Group also has complex and extensive supply chains - covering a wide range of products and services from thousands of suppliers around the world.

The BBC Group is committed to ensuring everyone who works for and with the BBC Group is treated fairly, is able to work safely and has their human rights protected and respected. We have a responsibility to ensure modern slavery is not present in any form across our group and within our supply chains and we are committed to ensuring our practices support this.

This statement highlights the work undertaken by the BBC Group during the year ended 31 March 2018 to further identify, prevent and address modern slavery across our organisation and supply chains. This statement is published in accordance with the Modern Slavery Act 2015 and we continue to support its objectives.

**2. During 2017/18 we deepened our understanding of the modern slavery risk within our supply chains and our organisation itself, reviewed our approach and developed a multiyear activity programme.**

We know that work to tackle modern slavery needs to be ongoing and efforts continue each year. During 2017/18<sup>2</sup> demonstrable activity has improved governance and management arrangements, ethical trade policies, approach towards risk management, training and awareness of our people and the way we communicate about modern slavery, both to our suppliers and our employees.

*Our governance and management arrangements were reviewed to help ensure clear ownership and aid collaboration.*

- The modern slavery activity programme is coordinated across the BBC Group by our dedicated Modern Slavery Working Group, which also facilitates collaboration and good practice sharing across diverse business areas.
- We continued to collaborate with other media companies through participation in the TV Industry Human Rights Forum, and through BBC Worldwide benefitted from membership of Sedex<sup>3</sup> and the Ethical Trading Initiative<sup>4</sup>.

*Our policies were strengthened to further highlight our ethical requirements.*

- Policies and guidelines across the BBC Group set out our expectations of our staff, stakeholders and suppliers:
  - Our Code of Ethical Policy sets out our expectations of our suppliers. It is in line with the Ethical Trading Initiative Base Code and incorporates key International Labour Organisation Conventions and Recommendations including clauses covering forced labour. During 2017/18 our supplier Terms of Trade were updated to include

references to ethical trade and modern slavery requirements for suppliers to implement modern slavery due diligence procedures and our right to request audits.

- We continued to publicise our Code of Conduct which sets out our expectations of ethical conduct, fair, respectful treatment, and also highlights how our employees and others engaged on BBC business may raise concerns.

*Risk assessment is a crucial step in determining where people are most at risk across our organisation and supply chain. Our risk assessment was expanded to enable more effective targeting of our due diligence procedures.*

- During 2017/18 a review of our ethical trade risk arrangements provided recommendations to enhance our programme which we have acted upon.
- Based on a detailed risk assessment using specialist input we are focusing more closely on product suppliers in merchandise and office supplies; service suppliers including events, construction, catering, security and production categories; and our licensed products.
- During the year we incorporated ethical trade and modern slavery compliance requirements into relevant procurement tenders to ensure we understand suppliers' processes, controls and practices.
- Within the BBC Group, BBC Worldwide continued their ethical trading programme, and focused on the risks in licensing and branded product business. This requires all branded merchandise supplier factories to be assessed prior to being engaged. More detail can be found in the BBC Studios 2017/18 Modern Slavery Statement.

*Our arrangements for monitoring, training and communications have been built upon to help us raise awareness, and to identify and act upon any issues.*

- Our whistleblowing policy includes human rights issues such as modern slavery and continued to be publicised as available for our staff, freelancers and contractors to use if they become concerned.
- Training was provided to key groups of people, including our Modern Slavery Working Group. Mandatory training on ethical trade and fair trading remained part of our awareness raising approach for relevant areas.
- We started to develop online guidance and training about modern slavery. These will be completed over the next year and used to help raise awareness and understanding of modern slavery issues.

### **3. Our multiyear activity programme will guide our future action.**

As a result of our updated risk assessments we developed a multiyear programme. In the coming year we will continue our programme in the following areas:

- **Governing and managing:** Our Modern Slavery Working Group will continue to drive action and promote collaboration across the BBC Group. We will continue to collaborate with the TV Industry Human Rights Forum and will review where other external collaborations are beneficial.
- **Implementation of policy and managing our risks:** We will review how our policies are being applied across BBC Group. We will also continue to focus on reviewing higher risk areas with a view to enhancing our current risk mitigation measures.

- Monitoring effectiveness, training and capacity building: We will increase awareness and engagement through expanding our training, communications and guidance.

We appreciate the significance of our role in helping to identify, prevent and help eradicate modern slavery, and we are committed to continuously improving and evolving our practices. We want to continue to improve our approach to operate a responsible business, source products and services ethically, and to help raise standards across the industry.

A handwritten signature in black ink that reads "Anne Bulford". The signature is written in a cursive, flowing style.

**ANNE BULFORD**  
**DEPUTY DIRECTOR-GENERAL**  
**(on behalf of the BBC Board)**  
**BRITISH BROADCASTING CORPORATION**  
**21 June 2018**

## Footnotes

<sup>1</sup> BBC Studios was formed in April 2018 following a merger of BBC Studios and BBC Worldwide. This report refers to BBC Studios and BBC Worldwide separately as they were during the reporting year ended 31 March 2018.

<sup>2</sup> The year 2017/18 refers to the reporting year 1 April 2017 to 31 March 2018.

<sup>3</sup> Sedex is home of the world's largest collaborative platform for sharing responsible sourcing data on supply chains.

<sup>4</sup> The Ethical Trading Initiative is an alliance of companies, trade unions and non-governmental organisations that promotes respect for workers' rights around the world.

## Further information

- Our previous Statements can be found at <http://www.bbc.co.uk/corporate2/insidethebbc/howwework/reports/bbcmsa2016>
- The BBC Studios Statement can be found at <https://www.bbcstudios.com/modern-slavery-statement/>
- For more detailed information on the BBC Group's businesses and operations please see <http://www.bbc.co.uk/aboutthebbc>
- For more information about our supply chains please see <http://www.bbc.co.uk/supplying>
- Our Code of Ethical Policy can be found at [http://downloads.bbc.co.uk/supplying/pdf/BBC\\_Ethical\\_Policy.pdf](http://downloads.bbc.co.uk/supplying/pdf/BBC_Ethical_Policy.pdf)
- The Ethical Trading Initiative Base Code can be found at <https://ethicaltrade.org/eti-base-code>
- Our Terms of Trade can be found at <http://www.bbc.co.uk/supplying/workingwithus/terms-of-trade>
- For more information on our policies please see <http://www.bbc.co.uk/aboutthebbc/insidethebbc/howwework/policiesandguidelines/>