

## **BBC GROUP MODERN SLAVERY STATEMENT**

FINANCIAL YEAR ENDED 31 MARCH 2019

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the BBC Group's fourth statement setting out the work undertaken during the financial year ended 31 March 2019 to further identify, prevent and address modern slavery across the organisation and its supply chains.

### **1. ORGANISATION**

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 uses the income from the licence fee to provide television, radio and online services. 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, BBC Studioworks and BBC Global News Limited.

The BBC Group has complex and extensive supply chains – covering a wide range of products, goods not for resale, and services that are procured from suppliers around the world.

During 2018/19<sup>1</sup> there were approximately 22,000 people working for us around the world and thousands of workers across our supply chains. We are committed to ensuring everyone who works for and with us is treated fairly, is able to work safely and has their human rights protected and respected. We have a responsibility to prevent modern slavery from occurring in any form across our organisation and within our supply chains; we are committed to ensuring our organisational practices and risk-management approach support and facilitate this.

### **2. APPROACH TO TACKLING MODERN SLAVERY**

We have adopted a targeted approach to identifying and tackling ethical issues, including modern slavery, in our organisation and supply chain. This approach has become more focused and strategic over the last few years. We will continue to keep our approach under review.

**In line with our multi-year programme we have structured governance and management arrangements focused on the issue of modern slavery.**

- Our work to tackle modern slavery is overseen by our Modern Slavery Working Group, consisting of stakeholders from key business areas. It drives our multi-year programme and facilitates collaboration across the organisation.
- The Modern Slavery Working Group is supported by subject matter experts within the business, and external specialists, where beneficial.
- The BBC Board receives an annual update on our activities in relation to tackling modern slavery.
- We continued to collaborate with other media companies through participation in the TV Industry Human Rights Forum, as well as with other large organisations.

**We increased the awareness of the policies which highlight our ethical requirements to our people and suppliers.**

- Policies and guidelines across the BBC Group set out our expectations of our people, stakeholders and suppliers. These policies are issued at the point of engagement with the individual or supplier, are accessible in directories on our website, and are reviewed periodically.

- Our Code of Ethical Policy sets out our expectations of our suppliers. It is aligned with the Ethical Trading Initiative Base Code, and incorporates key International Labour Organisation Conventions and Recommendations, including clauses covering forced labour. This is referenced in our standard Supplier Terms of Trade.
- During 2018/19 we reviewed whether our Code of Ethical Policy was being consistently applied in contracts that had been entered into with BBC suppliers, and as a consequence of this review, we issued further briefings to key teams.
- We continued to publicise our Code of Conduct which sets out our expectations of ethical conduct, fair, respectful treatment for our people, and also highlights how our employees and others engaged on BBC business may raise concerns.

**Risk assessment remained a crucial step in helping determine where people are most at risk across our organisation and supply chain.**

- We conducted our annual risk assessment to help identify where greater ethical risk exists to help target our activity. We considered where workers are more likely to be at risk of ethical issues, including modern slavery, based on the type of product or service being provided, their geographic location and any known previous issues. For our suppliers, we also considered their relationship with us in terms of scale and type. These factors affect our ability to influence and impact change.
- From this risk assessment, we identified our risk is greater in our supply chain categories of merchandise, events, construction, catering, security, temporary resources and production supply. Our due diligence measures focused on these areas.

**Our due diligence processes were extended during the year to help identify and monitor issues, and to work towards their resolution.**

- We continued to incorporate ethical trade questions into relevant tender processes to evaluate potential suppliers' ethical trade processes and controls.
- We engaged a risk-based selection of suppliers on ethical trade and modern slavery issues. The results of this have been used to enhance our own processes, and those of our suppliers.
- BBC Studios continued their ethical trading programme which focuses on the risks in their licensing and branded product business. More detail can be found in the BBC Studios 2018/19 Modern Slavery Statement.

**We began developing measures to monitor the on-going effectiveness of our programme to assess its results.**

- These measures will be used in the coming year and include monitoring relevant tender processes and relevant contracts, and undertaking risk evaluations and supplier engagement exercises.

**We have raised further awareness across key internal and external stakeholders.**

- Mandatory training on ethical trade and fair trading also remained part of our awareness-raising approach for relevant areas, such as product managers.
- Our whistleblowing policy includes human rights issues, such as modern slavery. This policy continued to be publicised as available for our staff, freelancers and contractors to use if they become concerned. There were no issues relating to modern slavery raised over the last year.

### 3. FUTURE PLANS AND PRIORITIES

We appreciate the significance of our role in helping to identify, prevent and help eradicate modern slavery. We are committed to continuously improving and evolving our practices in relation to operating a responsible organisation, sourcing products and services ethically, and helping to raise standards across the industry.

In line with our multi-year programme, during the next year we will:

- Continue to manage our activity via our Working Group, and will collaborate with key partners and peers to enhance our approach;
- Review our Code of Ethical Policy and related approaches, to ensure alignment with good practice and ease of use;
- Take a risk based approach and revisit our ethical risk assessment annually;
- Roll out our effectiveness measures developed; and
- Focus communications and awareness-raising activity on key risk areas.

This Statement was approved by the Board of Directors on 20 June 2019.



**Tony Hall**

**Director-General**

**(on behalf of the BBC Board)**

**BRITISH BROADCASTING CORPORATION**

**20 June 2019**

#### **Footnotes**

<sup>1</sup> The year 2018/19 refers to the reporting year 1 April 2018 to 31 March 2019.

#### **Further information**

- Previous BBC Group Modern Slavery Statements  
<http://downloads.bbc.co.uk/aboutthebbc/reports/pdf/bbcmsa2018.pdf>  
<http://downloads.bbc.co.uk/aboutthebbc/reports/pdf/bbcmsa2017.pdf>  
<http://downloads.bbc.co.uk/aboutthebbc/reports/pdf/bbcmsa2016.pdf>
- BBC Studios Modern Slavery Statement (<https://www.bbcstudios.com/modern-slavery-statement/>)
- BBC Group's businesses and operations (<http://www.bbc.co.uk/aboutthebbc/>)
- BBC Group's supply chains (<http://www.bbc.co.uk/supplying/>)
- BBC Group Code of Ethical Policy ([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 (<https://ethicaltrade.org/eti-base-code>)
- BBC Group Terms of Trade (<http://www.bbc.co.uk/supplying/workingwithus/terms-of-trade/>)
- BBC Group policies (<https://www.bbc.com/aboutthebbc/reports/policies/>)