

## **BBC GROUP MODERN SLAVERY STATEMENT**

FINANCIAL YEAR ENDED 31 MARCH 2020

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the BBC Group's fifth statement setting out the work undertaken during the financial year ended 31 March 2020 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.

During 2019/20<sup>1</sup> there were approximately 24,000 people working for us around the world. There were also thousands of workers across our global supply chains which are complex, extensive and cover a wide range of products, goods not for resale, and services.

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 a targeted approach to identifying and tackling ethical issues, including modern slavery, in our organisation and supply chain. During 2019/20 we focused on further developing and embedding our approach and will continue to do so.

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

- Our work to tackle modern slavery is managed by our Ethical Trade Working Group, consisting of stakeholders from key business areas who meet quarterly. It drives our multi-year programme, and facilitates collaboration and good practice sharing across the organisation.
- The Ethical Trade 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 on a one-to-one basis and networks focused on tackling modern slavery, such as the Ethical Trading Initiative and the Greater Manchester Modern Slavery Business Network.

**We continued to promote policies which highlight our ethical requirements with 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 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 2019/20 we reviewed the content of our Ethical Policy to ensure it remains aligned with international standards and good practice, such as the ETI base code and International Labour Organization (ILO) principles, including Conventions 29 & 105 and Recommendation 35 on Bonded/Forced labour. We also monitored its inclusion in contracts that had been entered into with BBC suppliers to help ensure this was done consistently.
- We continued to publicise our Code of Conduct to all staff 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.

**Our approach remained risk-based, targeted where people are most at risk.**

- 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 described below focused on these areas.

**Our due diligence processes continued to identify and monitor issues, and work towards their resolution.**

- We continued to incorporate a standard set of ethical trade questions into all tender processes and further specific questions where relevant to evaluate potential suppliers' ethical trade processes and controls.
- We engaged a risk-based selection of both new and existing 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 2019/20 Modern Slavery Statement.

**We employed measures to monitor the on-going effectiveness of our programme.**

- These measures have been used to monitor compliance with our policies which include a zero tolerance of modern slavery. They include ensuring contracts reference our Ethical Policy, ensuring relevant tenders include questions on ethical trade and monitoring the engagement of key suppliers.

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

- We provided a number of briefings and communications on modern slavery to key teams and suppliers to help raise their awareness and understanding.
- 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 via whistleblowing 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 collaborate with key partners and peers to enhance our approach;
- Take a risk based approach and revisit our ethical risk assessment annually;
- Continue to proactively conduct due diligence in areas of higher risk to monitor compliance;
- Focus communications and awareness-raising activity in higher risk areas.

This Statement was approved by the Board of Directors on 25 August 2020.



**Tim Davie CBE**

**Director-General  
(on behalf of the BBC Board)**

**BRITISH BROADCASTING CORPORATION**

**10 September 2020**

**Footnotes**

<sup>1</sup> The year 2019/20 refers to the reporting year 1 April 2019 to 31 March 2020.

**Further information**

- Previous BBC Group Modern Slavery Statements  
<http://downloads.bbc.co.uk/aboutthebbc/reports/pdf/bbcmsa2019.pdf>  
<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/>)