

## **ITV plc's Modern Slavery Statement**

This statement is made in accordance with s. 54 of the Modern Slavery Act 2015 and constitutes the ITV group's slavery and human trafficking statement for the financial year ending December 2016.

### **ITV Structure, Business and Supply Chains**

ITV is an integrated producer broadcaster, operating the largest commercial family of channels in the UK. In addition to traditional broadcasting on our channels, we deliver our content on demand through numerous platforms including the ITV Hub. Through ITV Studios we produce content for both our own channels and third parties in the UK and overseas. Our distribution business sells finished programmes and formats worldwide.

We are absolutely committed to ensuring that we do not participate in the violation of human rights and would expect the same from our suppliers. We are a founding member of the TV Industry Human Rights Working Group set up to proactively address human rights issues in the television industry and raise awareness beyond it.

We recognise that modern slavery exists in many forms across many industry sectors and have in place robust policies to, firstly, ensure that slavery and trafficking does not take place within ITV's own operations and, secondly, so that we can seek to identify any risks of it occurring with our direct suppliers and further down our supply chain.

Please click on the link below to find out more about Who We Are:

<http://www.itvplc.com/about/what-we-do>

Please click on the link below to find our more about ITV Responsibility:

<http://itvresponsibility.com/>

### **ITV policies and procedures in relation to slavery and human trafficking within ITV's own operations**

ITV is committed to ensuring compliance with the principles of the United Nations Universal Declaration of Human Rights throughout our business operations. We actively review our policies and procedures to maintain these standards in our recruitment and procurement processes.

ITV was the first broadcaster in the UK to be accredited by the Living Wage Foundation as a voluntary Living Wage employer. Our recruitment and employment policies ensure that we comply with all applicable laws and protect the rights and freedoms of all those working in our operations. The policies address issues such as working hours, working conditions, whistleblowing, discrimination, health and safety in the workplace, holiday and sick pay. Each business area throughout our global operations has a dedicated HR team to provide continuous support and guidance on all these policies. Reports of violations of ITV policies are investigated thoroughly and remedial action is taken where necessary.

Ongoing training is provided to all ITV managers so that ITV policies are understood and implemented. All staff involved in the procurement of suppliers receive regular training on identifying slavery and human trafficking. The risk of slavery and human trafficking informs business decisions as to whether or not we engage with suppliers.

### **Due diligence processes in relation to slavery and human trafficking in ITV's supply chains**

ITV's group companies deal with many independent producers and a wide range of suppliers of goods and services. It is ITV's intention to only contract with producers and suppliers who can satisfy our standards with regards to labour and welfare conditions or have a commitment to achieve these standards within an agreed time-frame.

In 2014 we introduced the Social Partnership framework between ITV and the TV production community as part of our commissioning process. Our intention is that the four pillars of the Social Partnership will be achieved in all programmes we commission and we are committed to working with producers to fulfil that goal. These pillars are (i) Inclusive programming; (ii) inclusive workforce; (iii) community and causes; and (iv) environmental impact. The principles of the Social Partnership emphasise our responsibility as a broadcaster to reflect cultural diversity and ethical responsibility in our programming. One of the key factors of the framework is that our production partners must provide a minimum level of commitment towards their workforce and requires them to (a) pay employees and freelancers at least the Living Wage and to monitor the work and payment of apprentices, work experience volunteers and trainees; and (b) comply with ITV's Code of Conduct. For more details of our Social Partnership framework please click on the link below:

<http://itvresponsibility.com/resources/social-partnership/>

ITV's General Terms and Conditions, which apply to purchase order agreements, require suppliers to comply with all applicable laws including payment of the Living Wage. Failure to comply with these requirements would entitle ITV to terminate the relationship with the supplier.

As ethical standards are vital to ITV's procurement decisions we have, through consultation with an independent advisor, devised and are in the process of implementing throughout ITV's operations a bespoke risk assessment process and due diligence programme to identify where there may be risks of modern slavery occurring through our suppliers and their supply chains.

This process will be carried out with all new direct suppliers to understand the scope of their own operations and to assess the risk of slavery and human trafficking occurring. Our due diligence exercise not only requires information regarding the direct supplier's own operations, but goes further to understand how suppliers identify and mitigate risk in their respective supply chains.

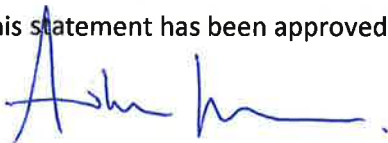
We recognise that certain jurisdictions and industry sectors present a higher risk of slavery and human trafficking than others and we assess risk within ITV operations and our direct suppliers accordingly.

Those suppliers that we consider high risk on this basis are only engaged when we are satisfied that safeguards and protocols are in place to prevent any such violations from taking place.

If we proceed to contract following the due diligence exercise, we require suppliers to warrant they have suitable practices and procedures in place to ensure that human trafficking and slavery does not take place in their organisations. Contract management of our direct suppliers provides an on-going review of supplier processes and allows for collaboration with our suppliers to continue to raise working standards.

ITV is committed to a continual review of its training procedures, policies and contracting practices in relation to slavery and human trafficking and will continue to update this statement as appropriate.

This statement has been approved by the board of directors of ITV plc on 24 April 2017.



Adam Crozier  
Chief Executive