

BBC GROUP MODERN SLAVERY STATEMENT FINANCIAL YEAR ENDED 31 MARCH 2025

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the work undertaken during the financial year ending 31 March 2025 to further prevent, identify and address modern slavery across the organisation and its supply chains, as well as detailing future plans to continue to drive this work forward.

The BBC has a moral and legal responsibility to prevent modern slavery from occurring in any form across our organisation and within our supply chains. The BBC understands modern slavery to include forced labour, human trafficking, sexual exploitation, child labour, criminal exploitation, and servitude; and acknowledge that any form of labour exploitation, if left present, has the ability to evolve into modern slavery. We are committed to ensuring our organisational practices and risk-management approach support our responsibility to ensure the BBC is proactively preventing modern slavery and addressing it should a case occur.

OUR ORGANISATION

The BBC is one of the largest public service broadcasting organisations in the world. Our mission, public purpose, commitments and governance are set out in the [Royal Charter](#) and we are regulated by Ofcom, the communications regulator. The BBC uses the income from the licence fee to serve a global audience by providing television, radio and online services. As a public service broadcaster, the BBC consists of a portfolio of television services; ten UK-wide radio stations; two national radio stations; digital services including BBC News, Sport, Weather, CBBC, CBeebies, iPlayer, BBC Sounds, BBC Red Button and our archive; and BBC World Service television, radio and online, which is available in more than 40 languages.

As well as being a public service broadcaster, the BBC has commercial subsidiaries which operate in the UK and internationally. [BBC StudioWorks](#) provides studios and post production services to TV broadcasters and production companies, and [BBC Studios](#) produces and distributes world-class content here in the UK and globally. Over the last year, BBC Studios continued their ethical trading programme, which focused on the risks within their Licensed Consumer Products business and is monitored through their key performance indicators. More detail can be found in the [BBC Studios Modern Slavery Statement 2024/25](#).

The BBC has operations globally, including international news bureaus in 68 cities across 55 countries, which support our mission to educate and inform by delivering news and other services to the world. This includes the BBC's international news World Service.

We are committed to ensuring that everyone who works for and with us is treated fairly, is able to work in a safe environment and has their human rights respected and protected. During 2024/25 there were approximately 22,000 people working for the BBC around the world and thousands more across our global supply chains.

OUR SUPPLY CHAIN

Our supply chains are complex, extensive and cover a wide range of products, goods not for resale, and services. Major categories of the supply chain include:

- Corporate Services - including consultancies, travel, legal services, publications, office supplies, audit and financial services
- Independents – independent production companies (indies)
- Logistics - including hotels, shipping, couriers and transport
- Marketing - including market research, audience reporting services, license fee collection, advertising
- Production Resources - including costume and make-up, lighting, location services, events and exhibitions, post-production, outside broadcast
- Property and Workplace - including cleaning, catering, security, utilities, construction
- Technology and Broadcasting - including IT hardware and infrastructure, transmission, technology services, professional production equipment

For the indies, we commission them to produce TV, audio and online content for the BBC. More information about the standards indies work to when commissioned by the BBC can be found on our [website](#).

APPROACH TO IDENTIFYING AND ASSESSING MODERN SLAVERY RISK

We have a risk-based approach to managing modern slavery. This is informed through a risk assessment to identify and target ethical issues, including modern slavery, in our organisation and supply chains. The ongoing conflicts around the world, increasing impacts of climate change, the global cost of living crisis amongst other external factors, are all contributing to the challenges being felt across our organisation and supply chain.

The risk assessment utilises publicly available reports on modern slavery and human rights, industry knowledge, as well as in-house expertise, to identify where the priority areas are based on inherent risk. It assesses the likelihood and impact of modern slavery occurring. The results of the assessment inform the approach taken to manage the risk of modern slavery and other ethical issues during the tender process of potential new suppliers and whether enhanced questions need to be asked.

OUR DUE DILIGENCE APPROACH

We acknowledge that due diligence is a multi-layered approach that identifies, assesses, prevents and addresses any adverse impacts, as well as assessing where the BBC, whether solely or jointly, could be potentially contributing to an adverse impact. The main focus of our due diligence approach is on supplier selection and the onboarding process for goods and services, where mechanisms are in place to ensure that we are assessing potential new suppliers based on risk through a preventative lens.

1. POLICIES

Our policies and guidelines across the BBC Group set out our expectations of our people, stakeholders and suppliers on our standards, conduct and processes. They are issued at the point of engagement with the individual or supplier, are accessible on our website, and are reviewed periodically. Key policies that strengthen our approach to preventing modern slavery include:

- [Ethical Trading Policy](#)
The policy is aligned with the Ethical Trading Initiative Base Code, and incorporates key International Labour Organisation conventions and recommendations, including clauses covering forced labour, and sets out our expectations for our suppliers. It is referenced in our standard Supplier Terms of Trade for the goods and services we procure.
- [Code of Conduct](#)
Our Code of Conduct brings together our standards, policies and processes for all staff and is in line with our BBC Value For All strategy. Through our Code of Conduct, we commit to only contracting with parties that reach our standards with regards to labour and working conditions.
- [Safeguarding Policy](#)
Outlines the measures that need to be taken to safeguard children and vulnerable adults who engage with the BBC. There is also an [International Safeguarding Policy](#) for those interacting with children outside of the UK.
- [Sustainable Supply Chain Code of Conduct](#)
Launched in November 2024, the Conduct sets out the BBC's commitment to integrating environmental and ethical considerations into the supply chain of the goods and services that we procure, by communicating the minimum and advanced expectations with our suppliers.
- [Whistleblowing Policy](#)
Confirms the BBC's commitment to maintaining the highest standards of ethics, honesty, openness, and accountability, and sets out procedures for raising concerns in relation to, amongst other things, acts of abuse or exploitation.

2. GOVERNANCE

Prior to 2024/25, the responsibility for managing modern slavery at the BBC was managed by Quality, Risk and Assurance and then Procurement. In 2024/25, the decision was made to move the responsibility to Group Sustainability, with the appointment of a dedicated Modern Slavery and Ethical Trading lead. Our dedicated resource will continue to work closely with teams across the BBC to complete engagement activities, drive due diligence efforts and pursue strategic initiatives, with oversight from our Sustainability Officer.

Our policies remain a key component to our governance structure and adherence to our policies are overseen by various groups. These include:

- Our Ethical Trade Working Group, which consists of stakeholders from key business areas, including those who manage the associated risks on a day-to-day basis.
 - The Working Group is supported by subject matter experts within the organisation and external specialists where necessary. It is chaired by the Sustainability team, with key involvement from Procurement.
- The BBC's Audit and Risk Committee receives updates on our activities in relation to tackling modern slavery throughout the year.

3. REPORTING MECHANISMS

At the BBC, there are well established mechanisms available for those working directly and indirectly for the organisation to report any concerns about exploitation and modern slavery. This includes an independent third-party reporting line that is available in 37 languages via phone or online, as well as a variety of bespoke routes, including utilising the Safeguarding Policy to raise concerns about a vulnerable adult, or speaking to the BBC's Corporate Investigations team. The Safeguarding and Corporate Investigations teams can support in investigating and remediating any suspected or actual cases of modern slavery.

In 2024/25, there were 82 whistleblowing cases received through various channels across the BBC. None of the cases were categorised as Modern Slavery disclosures.

4. EXTERNAL COLLABORATION

We acknowledge that collaboration through external partnerships is key to managing the risk of modern slavery and continue to collaborate with other media companies through active participation in the [TV Industry Human Rights Forum](#). We also learn from other organisations focused on tackling modern slavery and respecting human rights, such as the [Ethical Trading Initiative](#).

Throughout 2024/25, we have been a present stakeholder in the [Creative Industries Independent Standards Authority's \(CIISA\)](#). We hope that the establishment of CIISA's services will help drive a positive culture across the UK's creative industries by setting, upholding, and improving standards of behaviour to enable safe and inclusive working environments (including the prevention and tackling of all forms of bullying and harassment, including behaviour of a discriminatory nature).

In the next financial year, we plan to explore further collaborative opportunities with external partners, to enhance our work in this area as we expand our programme.

TRAINING AT THE BBC

Training is an important tool for ensuring that everyone within the organisation is upskilled and has the knowledge to know what modern slavery is, how to spot the indicators, and has the knowledge to know how to report any suspected or actual cases.

- 'Our BBC and You' training, which is mandatory for all new starters and then completed every 2 years for existing employees, includes guidance on complying with our Code of Conduct.
- Our 'Ethical Trading Training' is available for all staff. It has been shared directly with Procurement and those managing our contracts. 100% of Procurement staff have completed the training.
- Communication on the Sustainable Supply Chain Code of Conduct is ongoing with key teams and suppliers, to help raise awareness and understanding of the risks associated with modern slavery and the expectations of the BBC.
- The Safeguarding team trains the managers within our international bureaux locations on what makes someone vulnerable to abuse, what vulnerability looks like and how to raise concerns.

2024/25 PROGRESS UPDATE

During the financial year 2024/25, the focus has been on supplier awareness of policies, utilising the risk assessment to identify next steps, strengthening the tender process for new potential suppliers, and ensuring the existing suppliers that are considered high risk are providing additional information. The full updates include:

- The launch of the BBC Sustainable Supply Chain Code of Conduct at the annual Supplier Symposium, held in November 2024. This now forms part of our standard Terms of Trade for suppliers working with the BBC.
- A review and update by the Procurement team of our annual supply chain risk assessment to ensure that our assessment is reflective of the current risk landscape.

- The standard set of ethical trade questions continue to be included in our tender process, and further questions are continually being asked of the suppliers that fall into high risk categories, as depicted by the risk assessment, to evaluate potential suppliers' ethical trade processes and controls.
- In 2024/25, we procured in the following high risk categories: security guarding, audience services, facilities management (including cleaning), hospitality services for BBC events, and stationery and office supplies. Our enhanced ethical trade questions were used as part of the tender process for these contracts.

FUTURE PLANS AND PRIORITIES

We appreciate the significance of our role in helping to identify, prevent and mitigate modern slavery. Our industry is also in a unique position with the ability to spread awareness amongst audiences through the content we provide. We aim to continuously improve and evolve our practices in relation to operating as a responsible organisation, sourcing products and services ethically, as well as helping to raise standards across the industry.

Our priorities for next year will support in developing the programme to strengthen the approach across the BBC. Looking ahead, we plan to:

- Revise the focus of our Ethical Trade Working Group to create a space for knowledge sharing and learning, to ensure and drive accountability.
- Update the annual supply chain risk assessment and consider revisions to the assessment methodology.
- Enhance the ongoing due diligence of new and existing suppliers. This will include a focus on high risk industries, such as cleaning and security.
- Develop the training model to create an innovative approach to spreading awareness of modern slavery risks amongst BBC staff.
- Expand our external network to strengthen how we manage the risk of modern slavery.

This Statement was approved by the Board of Directors on 18th June 2025.



Tim Davie

Director-General, BRITISH BROADCASTING CORPORATION (on behalf of the BBC Board)

23 June 2025