



# Modern slavery

## Channel Four Modern Slavery Statement

### Introduction

Channel 4 is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Channel 4 was created to be a disruptive, innovative force in UK broadcasting. Our purpose is to create change through entertainment and we have a unique public service remit to represent unheard voices, challenge with purpose and reinvent entertainment.

In fulfilling our remit, we aspire to the highest standards of ethics, honesty, and integrity in all of our activities, and to comply with the relevant legislation at all times.

We rely on a large number of third-party suppliers of content and other goods and services and expect them to operate in line with our principles and values.

This statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.



## Organisation's structure and supply chain

As a publisher-broadcaster, Channel 4 plays an important role in the success of the UK's creative industries, pioneering innovation in digital, investing in and stimulating the production sector and acting as a world-leading accelerator.

We employ over 1,200 people in the UK and work with a predominantly UK service-based supply chain of over 2,364 suppliers paid in 2023, supporting tens of thousands of jobs across the country. We have offices in Leeds, London, Manchester, Glasgow and Bristol.

Our supply chains include:

- broadcasting and technical suppliers including suppliers of IT support, data centres, software and technology contractors;
- workplace management including cleaning, maintenance and catering suppliers;
- commissioning content from production companies.

## Due diligence processes for slavery and human trafficking

We have in place systems to identify and assess potential risk areas in our supply chains. These include steps to mitigate the risk of slavery and human trafficking occurring in our supply chains, monitor potential risk areas in our supply chains and protect whistle-blowers.

When appointing suppliers, we assess their compliance with the Modern Slavery Act 2015 and we monitor compliance of certain ongoing suppliers based on factors such as sector and geography risk.

## Supplier adherence to our values

We have zero-tolerance to slavery and human trafficking.

Our Supplier Code of Conduct commits suppliers to taking a zero-tolerance approach to slavery, servitude, forced or compulsory labour, or human trafficking within their own organisation or within their supply chain. This approach to modern slavery is also clearly communicated to our content suppliers through Channel 4's legal & compliance hub for producers - [4Compliance](#).

Where appropriate, Channel 4 Procurement engages suppliers on Channel 4's standard terms of engagement, requiring them to:

- comply with all relevant laws, including modern slavery legislation;
- warrant that they have suitable practices and procedures in place to ensure that bribery, tax evasion, human trafficking and modern slavery does not take place in their organisations or their supply chains;
- carry out due diligence, training and record-keeping regarding modern slavery risks;
- notify Channel 4 if they become aware of any violations; and
- allow Channel 4 to audit them to ensure that they are complying with modern slavery laws.



## Training

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. All Channel 4 staff must complete mandatory online training on our Code of Conduct, including a specific module on modern slavery risk and information on our Speak Up facility.

## Speak Up

Our Speak Up facility provides a confidential process through which to escalate concerns to Channel 4 senior management. As well as applying to all Channel 4 staff, this extends to programme-makers, online producers, and other third parties when carrying out their work for Channel 4.

We have a requirement for our content suppliers to include details of our Speak Up facility (or their own equivalent service) on daily 'call sheets', ensuring that anyone working on a Channel 4 production, from runners to talent, is aware of Speak Up and understands how to use the facility. We carry out spot checks to confirm this is being done and engagement with the service demonstrates that people are aware of the facility.

## Summary

There were no specific modern slavery issues raised across our business in 2023. During 2024, we will continue to promote awareness of modern slavery risks within our business and monitor the effectiveness of the controls and mitigations identified to maintain our commitment to addressing and preventing modern slavery in our operations and supply chains. We will engage with third party groups, such as the TV Human Rights Forum to ensure we have an awareness of best practices to further reduce risk.

***This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2023. It was approved by the Board on 7 May 2024.***

A handwritten signature in black ink, appearing to read 'Jonathan Allan', written over a horizontal line.

**Jonathan Allan**  
Chief Operating Officer

(Signed on behalf of the Board of Channel 4)