



SPEAK UP

Our Speak Up facility provides people working at our suppliers, including the production companies we commission, with a confidential process whereby they can escalate concerns (anonymously, if preferred) to senior Channel 4 management. We are committed to dealing with everything that is reported to us promptly, fairly and confidentially, in accordance with this guidance.

Where to get advice

In general, you should first discuss any concerns with your line manager at the production company.

However, if you believe this is not appropriate, there may be other sources of help, depending on the circumstances:

- **Company HR Department**
- **A senior company manager or executive**
- **A comparable Speak Up Facility at the production company**

What should Speak Up be used for?

For situations where you are uncomfortable using the procedures outlined above or where you believe that your company has not adequately addressed your concerns, the Channel 4 Speak Up facility provides you with a further escalation route.

- **Malpractice, fraud, bribery or corruption;**
- **Other criminal offences or illegal acts;**
- **Conduct that has endangered, or is likely to endanger the health and safety of an individual;**
- **Conduct that has damaged, or is likely to damage the environment; or**
- **Concealment of information relating to any of the above.**

This facility is not for reporting personal employment issues; these should be escalated within the company you work for. Please refer to the Channel 4 resource (details via QR code / at the bottom of this page) for more guidance.

Raising a concern

First line communication is managed by an external company called Safecall.

Safecall's phone lines are available 24 hours a day, 7 days a week.

Calls are not recorded; the call handler will take handwritten notes and write up a report after the call. Your confidentiality will be respected and the information you provide will be shared only with your permission and only to those responsible at Channel 4 for assessing and/or investigating the matter.

Please quote 'Channel 4' as the company name in your communications.



Contact Safecall

- UK freephone number 0800 915 1571
- safecall.co.uk/file-a-report

More Information & Resources:



channel4.com/corporate/about-4/speak-facility-suppliers