Channel 4 Code of Behaviours for Suppliers

November 2026

Code of Behaviours

Our values

Channel 4's public service mission is to champion unheard voices, to innovate and take bold creative risks, to inspire change in the way we lead our lives, and to stand up for diversity across the UK.

In fulfilling our remit, Channel 4 aspires to the highest standards of ethics, honesty, and integrity in all its activities, and to comply with all relevant legislation at all times, and we seek to work with third party suppliers aspiring to hold the same values.

Our Supplier Code of Conduct sets out our expectations of the suppliers we work with. However, we also expect the individuals employed or contracted by our suppliers to behave in line with our principles and values.

Importantly, this Code of Behaviours summarises the key standards of behaviour expected of all individuals employed or contracted by our suppliers when carrying out work for Channel 4 regardless of role, career stage or status. **In the case of content creation, this includes not just production company staff and freelancers working on productions commissioned by Channel 4, but also on-screen talent and other contributors. We support the standards framework set out by the Creative Industries Independent Standards Authority (CIISA) which can be found here.**

We expect all our suppliers to bring this Code of Behaviours to the attention of all those engaged by them in work for Channel 4 (whether employed or otherwise contracted) and to have in place and use appropriate systems to encourage and enforce compliance with this Code.

Summary of principles

The welfare of all those working with Channel 4 is of paramount importance. In order to achieve this, we expect the following standards of behaviour to be adhered to by all individuals engaged by suppliers when working with Channel 4:

- **Everyone is entitled to work in a safe and respectful workplace, and the way in which people behave contributes to this.**
- **Lead by example** – Leaders within an organisation (whether executives, team leaders or managers) should role model good behaviours, and take swift and appropriate action when unacceptable behaviour is brought to their attention.
- **Treat others with respect and dignity, regardless of role or status** – Channel 4 does not tolerate harassment, sexual harassment or bullying, discrimination or offensive behaviour of any kind.
- **Be polite and professional** – Use appropriate, courteous and considerate language and tone when communicating with others. Disagreement or frustration does not justify aggressive, rude or bullying behaviour.
- **Respect people's personal space** – unwanted physical contact of any kind is never acceptable.

- **Fulfil the ethical responsibilities that come with positions of authority** – It can feel daunting to say no to someone who is, or who is perceived to be, in a more senior or powerful position. In the case of content creation, this includes on-screen talent and other contributors. So, if the balance of power in any interaction lies with you, it is important to recognise that abusing that power and unduly pressuring or exploiting others is unacceptable and will not be tolerated.
- **Think before you act** – Consider the impact of your behaviour of others, in particular junior colleagues – how would you feel if you were in their shoes?
- **Be an upstander, not a bystander** – if you witness unacceptable behaviour, support your colleagues and encourage them to report it.

Reporting concerns

The first port of call for reporting a breach of this Code of Behaviours should be your line manager at the company you work for. If you don't believe that is appropriate, there may be other sources of help, for example a more senior manager or executive in the company, or the company's HR department or 'speak up' facility if they have one.

For situations where you are uncomfortable doing that, or where you believe your company has not adequately addressed your concerns, **Channel 4's Speak Up facility** provides a further escalation route.

If you are working for an independent production company on content commissioned by Channel 4, you can also speak to the Channel 4 Commissioning Editor for the project.