



SUPPLIER CODE

OF CONDUCT

Working with our suppliers to affect
positive change in the world

FEBRUARY 2026

INTRODUCTION

ITV reaches millions of people every day with shows they love to watch and voices they pay real attention to. This reach comes not only with a responsibility, but also an opportunity to affect long-term positive change. We take this responsibility seriously and have set ourselves ambitious social purpose goals, along with a commitment to act with the highest ethical standards that go beyond merely complying with relevant laws.

Our goals and standards not only apply to how we operate within ITV, but also to our entire sphere of influence. We know we can only achieve these goals and standards by working in partnership with you, our valued suppliers. For more information about our social purpose goals see: <https://www.itvplc.com/social-purpose>



INTRODUCTION

In this Supplier Code of Conduct (“Code”) a “Supplier” or “you” refers to any individual or business that provides us with products or services, including all their employees, agents and subcontractors.

This Code supplements any contractual agreement you may have with us. Where a contract contradicts this Code, then the contract will always prevail. Suppliers may also be expected to comply with additional or more detailed policies that may form part of your contract with us.

We expect suppliers to have appropriate controls in place to ensure that you and your supply chains comply with the principles set out in this Code.

If you have concerns about complying with this Code we encourage you to work with your main ITV contact or, if required, you can refer to our Speaking Up Policy: [itvplc.com/about-itv/corporate-governance/policies](https://www.itvplc.com/about-itv/corporate-governance/policies)

This Code is an important element of our Procuring with Social Purpose agenda and is a summary of the minimum standards we expect from you across five key areas:

1. Human Rights and Labour
2. Diversity, Equity and Inclusion
3. Climate Action
4. Business Integrity
5. Information Security and Artificial Intelligence

HUMAN RIGHTS AND LABOUR

People are our highest priority at ITV

What we need:

We expect our suppliers to share our commitment to preventing, identifying and addressing human rights abuses, as defined in the International Bill of Human Rights.

This includes:

- Respecting the human rights of employees and communities affected by operations and supply chains.
- Understanding and addressing actual and potential human rights abuses in operations and supply chains.

- Enabling employees, communities and other affected groups to raise concerns or grievances without fear of retaliation, and in the knowledge that they will be investigated properly and remedied where necessary.

In particular, we expect suppliers to meet our standards for labour and welfare conditions, which can go beyond standards set by local laws and regulations.

We recognise that in longer global supply chains some human rights abuses can be especially difficult to identify. We are therefore committed to sharing knowledge and working with you to help meet these commitments.



HUMAN RIGHTS AND LABOUR

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Our suppliers will:

Modern Slavery

Take steps to understand and address the risk of modern slavery in operations and supply chains. This includes ensuring that employees are not illegal, involuntary, bonded or exploited and are free to terminate their employment without fear of penalty.

All employees should be in a recognised employment relationship, as defined by law, and understand the terms and conditions of their employment. No employee should be charged fees for recruitment or be required to lodge deposits, identity or travel documents. If potential victims are found, their safety should be prioritised. We expect suppliers to notify ITV and work with us to remedy any incidents of modern slavery.

Health and Safety

Take responsibility for ensuring that the working environment is healthy and safe for anyone who may be affected. This includes informing, training and supporting employees so that they can manage their own safety and that of others. In addition to compliance with all relevant regulations and legal requirements. Any health and safety concerns must be raised with ITV immediately.

Child labour

Ensure all employees meet the legal minimum age requirements or be at least 16 years of age, whichever is greater (with the exception of children taking part in our productions).

Nobody under the age of 18 should be employed to perform “hazardous” work, as defined by the [International Labour Organisation convention 138 Concerning Minimum Age](#).

Child safeguarding and protection

Respect and conduct themselves appropriately around any child (under 18 years old) who is working with us, visiting, or who has made contact with ITV. [ITV's Safeguarding Guidance](#) must be followed when working with children and any concerns regarding a child's welfare should be reported immediately.

HUMAN RIGHTS AND LABOUR

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Harassment and abusive behaviour

Operate a working environment that is free from verbal, physical or online harassment and abuse. Everyone should be treated with courtesy, dignity and respect. Conduct that creates an intimidating, hostile or offensive working environment will not be tolerated.

Take reasonable steps to prevent sexual harassment of their employees and put in place appropriate measures to comply with this requirement, including: transparent internal policies, appropriate methods for employees to escalate any concerns, risk assessments, development of action plans to address any identified risks, measures to prevent the risk of third party harassment, and taking prompt remedial action where instances of sexual harassment arise.

Freedom of association and the right to collective bargaining

Allow employees the right to form or join Trade Unions and to bargain collectively. Where this is restricted or prohibited under national law, suppliers should enable staff to develop alternative ways to express grievances and protect their rights.

Wages and benefits

Compensate employees fairly and equally, without discrimination. This includes paying local living wages, paying overtime above regular rates, prohibiting unfair deductions, taking action to address gender or ethnicity pay gaps and meeting all legal or contractual obligations.

In the UK, eligible employees and freelancers should be paid the real Living

Wage or real London Living Wage (as set by the Living Wage Foundation). Non-employees such as apprentices, trainees, and anyone who has undertaken work experience for more than 20 days should be paid at least the minimum wage.

Working hours

Ensure the maximum working hours of employees comply with relevant local laws and are not excessive, with all overtime being voluntary and used responsibly.

Mental wellbeing

Put measures in place to address mental wellbeing in the workplace, where it is within their means to do so. See [ITV's Mental Wellbeing](#) for more details.

DIVERSITY, EQUITY AND INCLUSION

ITV is for everyone

What we need

At ITV, we strive to create and showcase content by, with and for everyone, connecting and reflecting modern audiences. This includes championing diversity through our mainstream content, creating equitable opportunities for our colleagues and across the industry, and creating an inclusive workplace culture.

To achieve this, we need to reflect the diversity of the communities we serve. UK Equality legislation recognises a number of protected characteristics: Age, Disability, Gender reassignment (including gender identity or expression), Marriage and Civil Partnership, Pregnancy & Maternity, Race (including colour, nationality and national or ethnic origins), Religion & Belief, Sex, Sexual Orientation, and Political Opinion (legislatively recognised in Northern Ireland only). In addition to legally protected

characteristics, at ITV we also consider parental status and class or socio-economic background.

ITV's global Diversity, Equity & Inclusion strategy applies to our programmes, our workforce and across our supply chains. This is important because we recognise the benefits that diversity brings to our business and the wider world.

We want to work with suppliers who also recognise the benefits of diversity and we expect you to provide working environments, practices and policies that are equitable and inclusive for everyone.

For more information about our Diversity Acceleration Plan see: itv.com/inclusion/articles/diversity-acceleration-plan

Our suppliers will:

Equal opportunities

Have policies that enforce the requirements of all relevant equality and anti-discrimination legislation, regulations and codes of practice (including the Equality Act 2010 in the UK and equivalent laws in other countries). This should include commitments to diversity, equity and inclusion as well as equal opportunities across pay, working conditions, benefits, maternity/paternity entitlement, pensions, recruitment, training and promotion. ITV will not tolerate discriminatory behaviour by employees or suppliers.

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Tracking and reporting

Comply with any legally required diversity reporting requirements. Where material and appropriate, suppliers should develop processes to track diversity data. Upon request, this data should be shared with ITV.

Accessibility

Work with us to deliver an accessible supply chain, by complying with accessibility legislation and ensuring the products and services we buy are accessible to our colleagues and consumers. For example, making sure that user interfaces meet a minimum of [Web Content Accessibility Guidelines \(WCAG 2.2\)](#) AA compliance, or that audio-visual content is supplied with subtitles and audio description.



CLIMATE ACTION

Shows with the biggest impact on audiences and the smallest impact on the planet

What we need

Our commitment to Net Zero and environmental sustainability is a fundamental business goal, driven by the need to play our part in addressing the global climate and nature crises, and to protect our business from potential risks that are emerging as a result. Since a substantial portion of our emissions are generated within our value chain, we consider our suppliers to be essential partners in achieving our targets. More details about our Climate Action targets and plans can be found here: itvplc.com/social-purpose/climate-action

Our suppliers will:

Compliance

Comply with all relevant environmental legislation, regulations and codes of practice. ITV must be notified immediately when any violations are identified.

Target setting and action

Support our Net Zero journey by taking direct and appropriate actions, this could include: setting science-based targets, creating decarbonisation roadmaps, transitioning to renewable energy and adopting circular economy principles.

Tracking and reporting

Comply with any legally required environmental reporting requirements. Where material and appropriate to their size and impact, suppliers should develop processes to track progress against set targets. Upon request, this data should be shared with ITV.

BUSINESS INTEGRITY

We aim to be honest, fair and truthful in all of our dealings

What we need:

It is our policy to conduct business in an honest and ethical way, acting with professionalism, fairness and integrity in all our business relationships.

We take a zero-tolerance approach to bribery and corruption and economic crime (including fraud, money laundering, tax evasion and breaches of sanctions).

We expect our suppliers to commit to working collaboratively to identify and address any instances where bribery and corruption or economic crime might occur.

Our suppliers will:

Honesty and fair dealing

Always be honest, fair and truthful in all of their dealings with ITV.

Bribery and Corruption and Economic Crime

Comply with all relevant laws, regulations and codes of practice. Have controls and procedures in place to prevent bribery and corruption and economic crime (as defined above) as well as support any additional due diligence we may undertake.

Conflicts of Interest and Related Parties

Actively avoid any obvious or implicit conflicts of interest and immediately disclose any actual or potential conflicts of interest and related parties to ITV.

Examples include:

- suppliers owned or managed by relatives or close friends of ITV colleagues
- suppliers or subcontractors providing similar services to direct competitors of ITV
- situations where individuals stand to benefit personally from business decisions

INFORMATION SECURITY AND ARTIFICIAL INTELLIGENCE

We respect and protect intellectual property, privacy and data

What we need:

The security of our intellectual property, data and systems is critical to our commercial success. We therefore need our suppliers to respect and safeguard our information by complying with applicable laws and regulations, having appropriate processes and governance in place and working with us to identify and mitigate risks.

Our suppliers will:

Privacy and data protection

Comply with applicable privacy and data protection laws to respect and protect the privacy and personal data of our

viewers, customers, talent, contractors and colleagues.

Confidential information and intellectual property

Safeguard our confidential information, trade secrets and intellectual property (including copyrights, trademarks and patents) from unauthorised access and misuse.

Confidential or inside information gained through dealings with ITV should not be used for a personal or business advantage. "Advantage" includes both a positive benefit and avoiding what might otherwise result in a loss.

System security

Maintain and apply best practice security to safeguard our data, confidential information, trade secrets and intellectual property, along with the integrity and availability of the products or services being provided.

INFORMATION SECURITY AND ARTIFICIAL INTELLIGENCE

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Business continuity and incident reporting

Develop and implement appropriate business continuity plans, covering all operations that support ITV, to minimise the impact of disruption or disaster.

ITV must be notified immediately if anything affects the confidentiality, integrity or availability of personal information (e.g. unlawful destruction, loss, alteration, unauthorised disclosure or access).

Artificial Intelligence (AI)

Disclose where AI is being used in new or existing processes to allow ITV to undertake any necessary due diligence.

Ensure where used that it is being used in a manner consistent with ITV's established public service values, including accuracy, fairness, diversity, equity, inclusion, social responsibility and accessibility.





RESOURCES

Thank you.

If you have any questions arising from this code, please contact:

procurement@itv.com

Standards and Social Purpose Goals

<https://www.itvplc.com/social-purpose>

Policies including Speaking Up Policy & Anti-Bribery Policy

<https://www.itvplc.com/about-itv/corporate-governance/policies>

Duty of Care Charter

<https://www.itv.com/commissioning/articles/production-risk>

Diversity Equity & Inclusion Goals www.itv.com/inclusion/articles/itv-global-diversity-equity-and-inclusion-strategy

Environmental Goals

<https://www.itvplc.com/social-purpose/climate-action>