



Duty of Care Charter

Our commitment

People are our highest priority at ITV. This is reflected in our commitment to the care we take for the physical and mental health and safety of colleagues and others we work with including those participating in our productions, visitors to our premises and contractors. This approach is integral to both the environments we work in and the activities we undertake.

We have a comprehensive operational risk management process, and through this we identify risks to both people's physical and mental health and safety and put in place measures to manage them appropriately.

We provide our colleagues with suitable and sufficient information, training and guidance on good practice, backed up by comprehensive specialist support, to help build capacity for them to manage their own health and safety and that of those for whom they have responsibility.

We recognise our sector is fast moving and we seek to remain alert to both established and newly emerging risks to physical and mental health and safety.

Who does this apply to?

This commitment applies to everything we do at the ITV group as an integrated producer broadcaster which creates, owns and distributes high-quality content on multiple platforms globally:

- **ITV Studios:** our production making business is the largest commercial producer in the UK, and also produces unscripted and scripted content in America, Netherlands, Germany, France, Spain, Belgium, Italy, the Nordics and Australia.
- **ITV Media & Entertainment:** we operate the largest family of commercial channels in the UK, delivering content through linear television broadcasting and on demand via the ITVX and commissioning from both ITV Studios and independent producers.
- **ITV Shared Services:** our central teams at ITV that underpin everything we do, running our premises, providing HR, finance and legal functions and everything in between.
ITV can influence and promote positive safety, health and wellbeing practices through our supply chain and, where possible, we will seek to do so.

How we do it

In line with our overall risk management approach we operate a three lines of defence model:

- The first line rests with business owners, to whom we provide the training and tools they need to successfully manage risks to physical and mental health in their area of responsibility.
- The second line refers to the role of the company's specialist health and safety risk management team who have responsibility for establishing an effective safety management system.
- The third line is our internal audit function who provide assurance.

We adopt the same principles for identification and management of physical and mental health and safety risks as with other risks in our business:

- **Leadership:** establish a supportive climate within everything we do, with a focus on health and safety.
- **Ownership:** encourage colleagues to own and integrate health and safety principles in their work.
- **Engagement:** share information and ensure that everyone has a voice which is listened to.
- **Support:** provide training, specialist advice and systems to colleagues to effectively manage risk.
- **Practical approach:** adopt a risk management approach that is not focussed purely on the creation of documents.
- **Develop:** review our work and programmes to help us evolve and continually improve.

We want to ensure that working at, or with, ITV is a happy, safe and productive working environment and regularly review and improve our systems and processes to support our commitment.

We take seriously that everyone has a voice which is listened to so if you are concerned about anything relating to our duty of care to you or others please let us know at dutyofcare@itv.com.

Carolyn McCall
Chief Executive Officer