



Modern Slavery Statement

This statement is made in accordance with the Modern Slavery Act 2015 and constitutes ITV plc's slavery and human trafficking statement for the financial year ending December 2017.

This statement sets out the steps taken by ITV to identify, address and prevent modern slavery and human trafficking in our business and supply chain.

No incidents of modern slavery or human trafficking were reported within our business or supply chain during this financial year.

ITV structure, business and supply chains

ITV is an integrated producer broadcaster, operating the largest commercial family of channels in the UK. In addition to traditional broadcasting on our channels, we deliver our content on demand through numerous platforms including the ITV Hub. Through ITV Studios, we produce content for both our own channels and third parties in the UK and overseas. Our distribution business sells finished programmes and formats worldwide. We employ over 6,000 people in 14 countries and have more than 5,000 direct suppliers to support our operations.

We are fully committed to ensuring that we do not participate in the violation of human rights and would expect the same from our suppliers. We are a founding member of the TV Industry Human Rights Working Group set up to proactively address human rights issues in the television industry and raise awareness beyond it.

Please click on the link below to find out more about what we do:

<http://www.itvplc.com/about/what-we-do>

Please click on the link below to find out more about ITV Responsibility:

<http://itvresponsibility.com/>

ITV policies and procedures

ITV's corporate responsibility is a fundamental part of who we are as a public service broadcaster. ITV is committed to ensuring compliance with the principles of the United Nations Universal Declaration of Human Rights throughout our business operations.

HR policies and procedures: We actively and at least annually review our HR and recruitment policies and procedures to ensure that we comply

with all applicable laws and protect the rights and freedoms of all those working in our operations. Our recruitment and employment policies address issues such as working hours, working conditions, whistleblowing, discrimination, health and safety in the workplace, holiday and sick pay. ITV was the first broadcaster in the UK to be accredited by the Living Wage Foundation as a voluntary Living Wage employer. We pay all eligible employees and freelancers the real Living Wage or real London Living Wage. Each business area throughout our global operations has a dedicated HR team to provide continuous support and guidance on all these policies.

ITV's Code of Conduct sets out our business ethics for all our employees and colleagues and any breach of the Code is a breach of their employment terms. Reports of violations of ITV policies are investigated thoroughly and remedial including disciplinary action is taken where necessary.

Procurement policies: We review at least annually our procurement policies and procedures to ensure that we comply with all applicable laws and protect the rights and freedoms of all those working in our supply chain.

Child protection: We believe children should have the opportunity to take part in television programmes, but we recognise our duty to safeguard all children and young people who take part or are otherwise involved in our programmes from harm or abuse. For example, where children are performing in any programme, we ensure they are licensed and accompanied by parents/guardians or suitably registered and trained chaperones.

Whistleblowing: All staff have access to a confidential whistleblowing process for raising concerns including in relation to modern slavery or human trafficking and it is clear from ITV's policies that all staff are invited to speak up if they have any concerns or suspicions that any violation has taken place and will be protected of any retaliation.

Training

Training on modern slavery and human trafficking is provided to all ITV staff involved in the recruitment of any employees, freelancers or contractors, all legal and business affairs teams and all staff involved in the procurement of suppliers. The risk of slavery and human trafficking informs business decisions as to whether or not we engage with suppliers.

Risk assessment

ITV carries out an annual risk assessment relating to modern slavery and human trafficking. This is carried out by the Legal and Business Affairs, HR and Procurement teams and the risk assessment is shared with the Operational Risk Committee of ITV plc.

ITV does not operate in a high risk industry nor a high risk jurisdiction and its risk assessment has found that ITV has a very low risk of any modern slavery in its own operations. However, ITV recognises that it has a low to medium risk through the use of suppliers, and therefore ITV focuses on its due diligence processes and contractual terms in relation to slavery and human trafficking in its supply chains.

Through the TV Industry Human Rights Working Group, we are trialling a set of questionnaires with our production teams across different genres to assess potential human rights impacts. By tracking the responses as an industry, we will be able to raise awareness with shared production partners and implement measures to embed respect for human rights in the television production supply chain.

Due diligence

ITV's group companies deal with many independent producers and a wide range of suppliers of goods and services. It is ITV's intention to only contract with producers and suppliers who can satisfy our standards with regards to labour and welfare conditions or have a commitment to achieve these standards.

As ethical standards are vital to ITV's procurement decisions, we have devised a bespoke compliance questionnaire to identify where there may be risks of modern slavery occurring at our suppliers and through their supply chains (together with other potential risks, including anti-bribery and corruption, non-compliance with sanctions and data protection). This has been in place for the last 12 months. We have recently updated our due diligence questionnaire to offer further guidance to those managing the due diligence process. Suppliers are only engaged when we are satisfied that safeguards and protocols are in place to prevent any modern slavery or human trafficking from taking place in their own operations or supply chain.

Supplier commitments

If we proceed to contract following our due diligence exercise, we require high risk suppliers to: (i) comply with all applicable laws, including modern slavery laws; (ii) warrant that they have suitable practices and procedures in place to

ensure that human trafficking and slavery does not take place in their organisations or their supply chains; (iii) notify ITV if they become aware of any violations; and (iv) allow ITV to audit them to ensure they are complying with modern slavery laws. Failure to comply with these requirements would entitle ITV to terminate the relationship with the supplier.

Contract management of our direct suppliers by our procurement team provides an ongoing review of supplier processes, and allows for collaboration with our suppliers to continue to raise working standards.

Social Partnership Commissioning Commitments: ITV's Commissioning Commitments are the third element in our commissioning process, alongside editorial and business affairs. It sets out our expectations of our production partners in relation to corporate responsibility (such as diversity and inclusion, environmental sustainability and charity). We want to work with production partners that share our values and together with whom we can make a positive impact. Producers are required to sign our Commissioning Commitments and provide evidence of compliance.

Corporate acquisitions

For acquisitions, we include questions on modern slavery in our due diligence process. We also require sellers to give warranties and indemnities around modern slavery in transaction documents.

ITV is committed to an ongoing review of its policies, procedures and contracting practices in relation to modern slavery and human trafficking and will continue to update this statement annually.

This statement has been approved by the Board of Directors of ITV plc on 30 April 2018.

Carolyn McCall
Chief Executive