

Modern Slavery

Working with our suppliers to
affect positive change in the world

February 2021



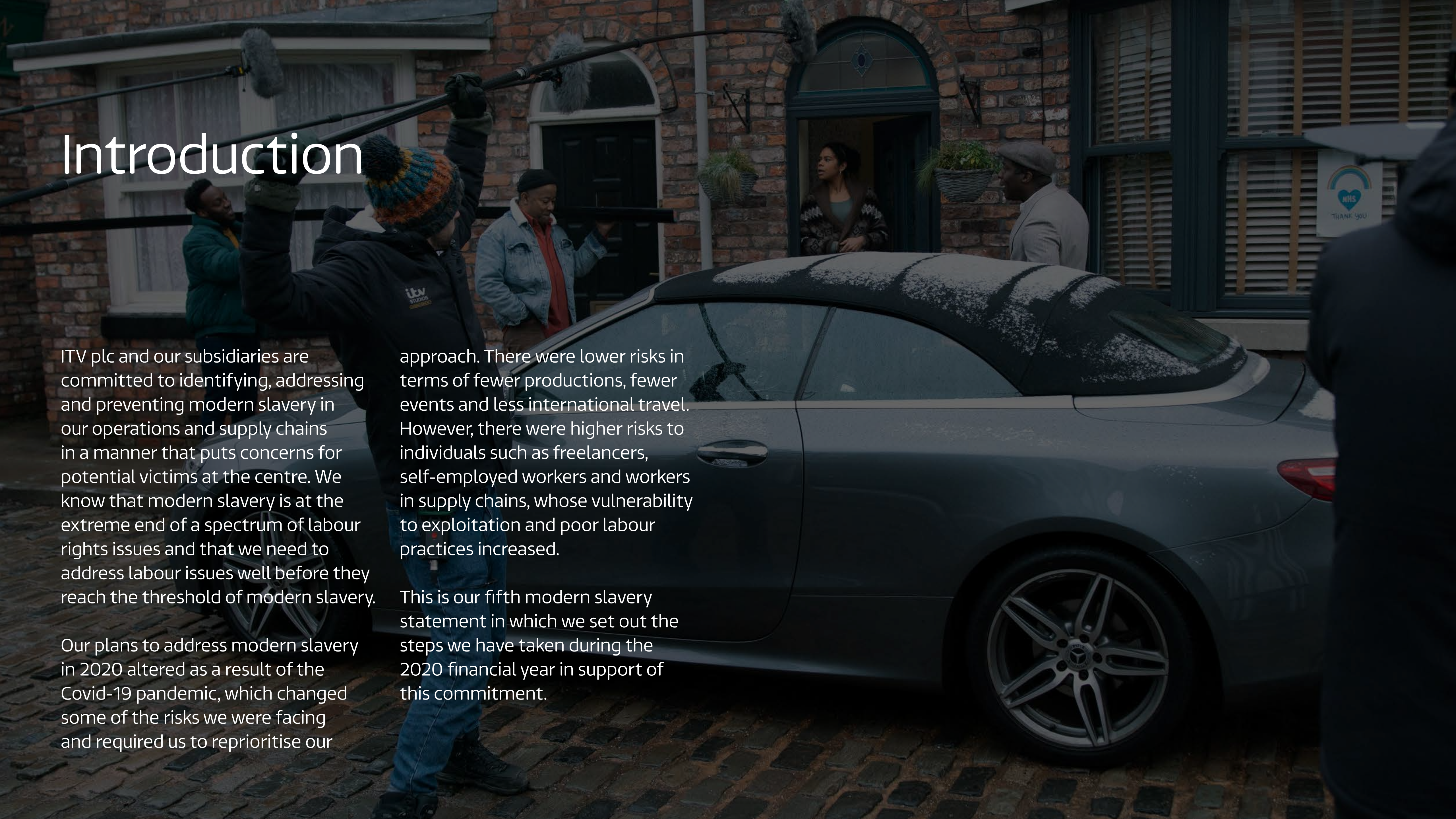
Introduction

ITV plc and our subsidiaries are committed to identifying, addressing and preventing modern slavery in our operations and supply chains in a manner that puts concerns for potential victims at the centre. We know that modern slavery is at the extreme end of a spectrum of labour rights issues and that we need to address labour issues well before they reach the threshold of modern slavery.

Our plans to address modern slavery in 2020 altered as a result of the Covid-19 pandemic, which changed some of the risks we were facing and required us to reprioritise our

approach. There were lower risks in terms of fewer productions, fewer events and less international travel. However, there were higher risks to individuals such as freelancers, self-employed workers and workers in supply chains, whose vulnerability to exploitation and poor labour practices increased.

This is our fifth modern slavery statement in which we set out the steps we have taken during the 2020 financial year in support of this commitment.



Our structure, business & supply chains

ITV produces, distributes and broadcasts television programmes in the UK, Europe, the US and in a number of other countries. We are headquartered in the UK, with significant operations in the US, Netherlands, Australia, France and Germany. The company was formed through mergers of regional broadcast licence-holders and has since expanded both organically and through acquisitions of production, distribution and digital content businesses. We have been growing internationally since 2012.

In the UK, ITV operates the largest commercial family of channels. We broadcast and commission news, sport, documentaries, entertainment,

drama, comedy and children's programmes via our channels and on demand through platforms such as the ITV Hub and BritBox.

ITV Studios' main business is creating, producing and distributing TV programmes for international broadcasters and video on demand platform buyers. In 2020, we made 8,400 hours of original content through 55 labels in 13 different territories making scripted and non-scripted programmes through ITV Studios subsidiaries in the Netherlands, France, Germany, Denmark, Norway, Finland, Australia, Sweden, Italy and the US, as well as other territories.

We also distribute finished programmes and formats worldwide through licensees. Our Global Distribution business sells finished tapes of scripted and non-scripted programmes to international broadcasters. Our Global Entertainment business sells TV formats, such as The Voice, internationally and commercialises the IP in ancillary categories. For example, we enhance our offering to consumers through live events, merchandise and set tour attractions such as those of Coronation Street and Emmerdale.

ITV generates revenue directly from consumers through subscription video on demand (SVOD) on BritBox, the ITV Hub+, competitions, live events and attractions, games apps, merchandise and pay per view events, driving value from consumers' increasing willingness to engage with our brands.

Our colleagues

Our colleagues include permanent and fixed-term employees, freelancers (mainly in TV production) and people working at ITV on behalf of our suppliers, including those in cleaning, maintenance and catering.

As of December 2020, we employed 6,566 people globally as full-time equivalent employees, 4,486 people in the UK and a further 2,080 people across US, Netherlands, France, Germany, Italy, Finland, Norway, Denmark, Sweden, Australia, Israel and Hong Kong.

Our supply chains and partnerships

Our broadcast operations focus on getting programmes to air and ensuring technical compliance for them. Our main supply chains for broadcasting include suppliers of IT support, data centres, transmission and distribution partners, software and technology contractors. Of these, we have previously identified IT support operations based in India as a possible risk. We engage closely with our supplier and in 2017 and 2018 we undertook site visits to the operations to assure ourselves that labour rights were being respected.

TV production includes supply chains for clothing, equipment, props, set construction materials, vehicles and support services such as catering, cleaning, security, driving and construction. We know that some of these sectors are higher risk for modern slavery and labour exploitation and, alongside other broadcasters through the TV Industry and Human Rights Forum, we are improving our understanding of the extent of these risks in our industry. Many of the support services are provided through companies that specialise in supporting TV production, although there are occasions where production companies will need to find local non-specialist suppliers to meet their needs.

ITV also enters into licences with third parties (licensees) for the use of ITV's intellectual property for the creation, production and distribution of consumer products by the licensees on their own account.

Policies in relation to slavery & human trafficking

Our operations

All our policies flow from ITV's Code of Conduct, which states that, "It is our intention only to contract with suppliers and other associated parties who can satisfy our standards or pass our checks with regards to labour and welfare conditions, anti-slavery, anti-bribery, the prevention of tax evasion and/or facilitation of tax evasion, information and cyber security, health and safety and environmental management or who have given a commitment to achieve these standards within an agreed time-frame."

Supporting this, we have policies on holidays, sick pay, working conditions,

disciplinary processes and speaking up. Each business area throughout our global operations has a dedicated Human Resources team to provide continuous support and guidance on all these policies. We further reviewed these guidelines as a result of the United Kingdom leaving the EU on 31 December 2020.

Since 2014, ITV has been accredited by the Living Wage Foundation as a voluntary Living Wage employer in the UK. This means that we pay all colleagues (permanent and fixed term employees including apprentices, freelancers, contractors and agency workers) as a minimum, the hourly rate set independently and

updated annually by the Living Wage Foundation, which is higher than the Government's National Minimum Wage and National Living Wage rates. We have also standardised all our agreements so that anyone employed or contracted by ITV via a third-party organisation will receive the Living Wage. The Living Wage is a route to encouraging social mobility and access to the industry, particularly in higher cost of living locations. We do annual checks across key suppliers to ensure that increases in rates are applied.

In 2020, we revised the Right to Work guidelines and trained the resourcing team on changes to requirements and evidence needed. We are also

developing a new Work Experience policy to drive greater consistency across the organisation and ensure that anyone on an internship or traineeship is paid a living wage. This is due to launch in March 2021.

Speaking up

In 2020, we developed a new Speaking Up framework in light of the increased regulatory focus on whistleblowing and the ongoing difficulties which the Covid-19 pandemic has presented with traditional face-to-face exchanges as a channel for raising concerns.

Production companies

Where we have direct control of a production company or a majority stake, we require them to adopt our policies and procedures including in relation to modern slavery. This includes adopting ITV's Code of Conduct, which has requirements on pay, harassment, discrimination, diversity, health, safety and speaking

up. They are also required to adopt the inclusion of anti-modern slavery precedent clauses and general warranties in contracts with suppliers and business partners.

Suppliers

In 2020 we developed a new Supplier Code of Conduct which sets out the expectations that we have of our suppliers, including in relation to human rights and labour. Suppliers are required to take steps to understand and address the risk of modern slavery occurring in their operations and supply chains. This includes ensuring that workers are not illegal, forced, involuntary, bonded or exploited and are free to terminate their

employment without fear of penalty. No worker should be charged fees or costs for recruitment or be required to lodge deposits, identity or travel documents. If potential victims are found, the Code of Conduct requires suppliers to prioritise their safety. We expect suppliers to notify ITV and work together to remediate any incidents of modern slavery.

Implementation of our Supplier Code of Conduct is supported by a revised Third-Party Risk Management framework.

Due diligence processes

In relation to slavery & human trafficking in our business and supply chains

Approach to risk management

Across ITV, business divisions own the management of their risks and are responsible for:

- Identifying and reporting local risks
- Maintaining risk registers and business continuity plans where appropriate
- Implementing mitigating actions and controls

Business divisions are supported by Group Functions, which include Group Risk, Legal and Compliance, Health and Safety, Procurement, Human Resources, and Workplace Services. Identified risks are assessed and reported in line with ITV's Risk Management framework.

The Modern Slavery Steering Group, comprising senior representatives across multiple relevant functions, conducts an annual modern slavery risk assessment across the group. The process identifies key risks, highlights mitigating factors and potential gaps in control. Different business areas develop action plans and review them with an external human rights consultant.

Supplier due diligence

Our centralised procurement function supports all ITV's UK operations and operates a list of pre-approved suppliers. All new supplier engagements with a value over £50,000 or where risk is considered high are assessed to ensure appropriate pre-qualification

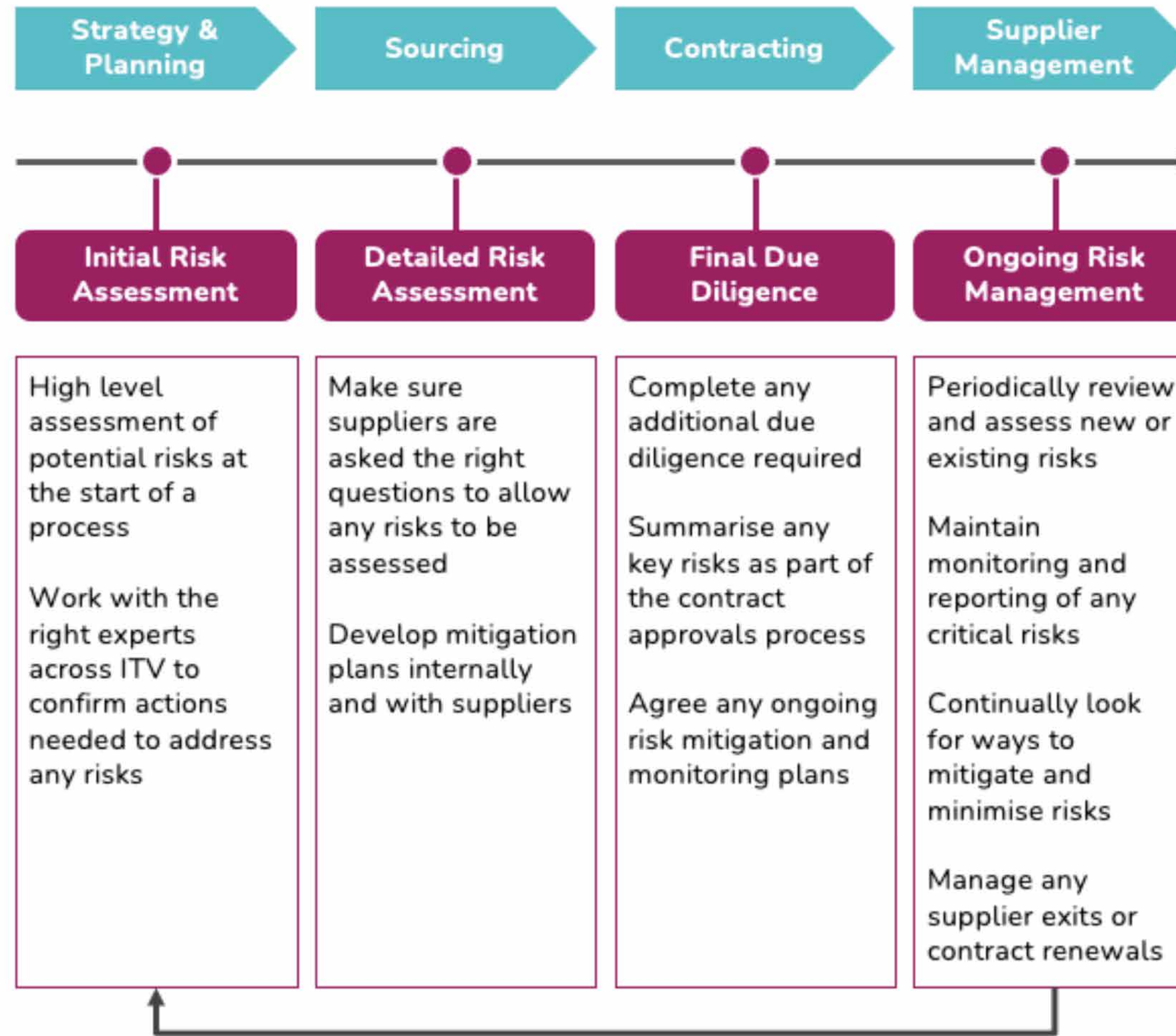
questions are answered and evaluated. Questions cover a broad range of risk domains including modern slavery.

ITV's standard terms of engagement with suppliers require them to:

- Comply with all relevant laws, including modern slavery legislation;
- Warrant that they have suitable practices and procedures in place to ensure that bribery, tax evasion, human trafficking and modern slavery does not take place in their organisations or their supply chains;
- Notify ITV if they become aware of any violations; and
- Allow ITV to audit them to ensure that they are complying with modern slavery laws.

In 2020 we revised our Third-Party Risk Management framework to improve the processes to help identify and manage modern slavery risks.

Key stages in the Third Party Risk Management process



Renewals & re-negotiations should initiate the start of the process again

Where issues are identified, it may be necessary for ITV to terminate the engagement and our standard terms include provisions that would allow us to do so. However, we understand that in certain cases summary termination is likely to exacerbate the risk to already vulnerable workers and therefore in these circumstances we would seek to work with suppliers to deliver compliant practice and use termination as a last resort.

Media and Entertainment

We know that the way we commission television programmes can have an impact on the labour practices of production companies and their treatment of suppliers. Therefore, we use our commissioning process to encourage best practice. Our pre-commissioning processes include due diligence around payment of the Living Wage and checks to identify any higher risk commissions and suppliers. Where increased risk is identified further due diligence is undertaken by procurement and the commissioning decision is escalated to the Commissioning Editor.

ITV's commissioning requirements stipulate that production partners must pay, as a minimum, the Living Wage to eligible employees and freelancers and the National Minimum Wage to volunteers, apprentices and trainees. As a minimum, our commissioning agreements include equivalent provisions on modern slavery to those included in ITV's standard terms of engagement.

Studios

For productions, our risk management programme focuses on developing the right behaviour and aims to ensure that those in the business making decisions on the ground are empowered to understand, own and manage the risks in the making of their content and are provided with the support and expertise to enable them to achieve this. This allows us to understand whether our policies and good practices are truly embedded and implemented. The focus is on encouraging openness and a culture of raising issues, gathering emerging themes and sharing lessons to drive continuous improvement.

We have trained all our production leadership teams on this approach, called Leading Risk, and are planning to roll out Leading Risk 2.0 in 2021. The programme is supported by a strong focus on reporting risks and concerns, a culture of speaking up and a Duty of Care Charter for all those involved in a production. Our Duty of Care focus is on physical and mental health, giving us an important mechanism for drawing attention to labour rights risks in content-making. We support production staff at all levels to raise concerns and push back on aspects of productions that they are concerned about, including labour rights issues.

The positive risk environment within ITV Studios facilitates similar cultures among local production teams. Everyone on a production in the UK is asked to download and use a reporting app (the airsweb AVA app) to flag incidents and concerns, which they can do anonymously. The data is shared transparently which is improving the communication between productions and central risk teams. This enables responses to issues before they become serious and leads to a better

understanding of inherent risk factors for different types of production.

In 2020 we rolled out translated versions of the app across our international business.

It is mandatory for every new production globally to complete an online Risk Notification Form which helps us to understand inherent risks including risks related to modern slavery, among other issues and to prioritise those productions that need additional support. The information triggers central support teams to look into key issues. On a monthly basis this information is reported to the ITV Studios Board which decides on the suitability of the mitigations in place and the residual risk of medium and high-risk productions. Due to the COVID -19 pandemic, there was very little production travel for most of 2020.

Business and supply chains

Where there is a risk of slavery and human trafficking taking place, and the steps we have taken to assess and manage that risk

At the beginning of 2020, the Modern Slavery Steering Group identified the following priority areas in which to build ITV's understanding of potential slavery and trafficking risks:

1. TV productions
2. Merchandise and events
3. Workplace services

During the course of 2020, our focus shifted as a result of the COVID-19 pandemic, with many people not previously considered at risk of exploitation becoming more vulnerable as a result of losing work and having to take on debt. This applied particularly to freelancers, in support of whom ITV took significant steps.

TV productions

Through ITV's membership of the TV Industry and Human Rights Forum, we participated in collaborative research into the risks of modern slavery on TV productions in the UK. The research focused in particular on ancillary workers who provide essential services to TV productions, such as cleaning, catering and security, but who are often not seen as part of the crew. As part of this, we facilitated a deep-dive assessment of one of our productions and began work to understand whether there were labour risks in our plans to cover the Euro football championship.

Overall, the industry-wide research did not find evidence of systemic hidden labour exploitation in TV productions, in part because subcontracting practices do not involve lots of unknown workers on sites as productions tend to use known and trusted individuals and industry suppliers. However, the research did identify some other labour rights issues including long working hours, mental health challenges, a fear or reluctance to raise concerns and precarious employment for ancillary workers, who tend to be self-employed or on zero hours contracts, whilst also on low pay.

Despite the challenges, many ancillary workers reported high levels of job satisfaction and reported good communications among those on set.



Case study - Dancing on Ice

ITV facilitated a deep-dive labour rights assessment of Dancing on Ice, which is filmed in Hertfordshire. The assessment found high levels of engagement and willingness to talk, as well as indications of strong relationships between production and crew. It identified a range of good practices by the production itself and by many of the subcontractors. As most of those interviewed had experience working for a variety of broadcasters, they were able to identify industry-wide challenges and issues, which contributed to the broader research work. For ancillary workers, this included under-resourcing of security, ensuring that mitigations identified in risk assessments are in place and ensuring that ancillary workers are valued and supported.

We already operate an enhanced risk assessment and due diligence process for ITV Studios' produced content that is made in a high-risk jurisdiction. All productions are tracked through a central database so that we know the stage that productions are at and their location. High risk locations are flagged to the Legal and Business Affairs team who proactively contact the productions to ensure that they have put the right modern slavery checks in place. In addition, we encourage our productions to engage suppliers from a pre-approved list.

Merchandise and events
ITV sources merchandise through third-party suppliers and licenses subcontractors to run events on our behalf. We work closely with our third-party suppliers of merchandise to ensure that their due diligence practices include attention to risks of modern slavery.

For events, we work through a small selection of trusted agencies, which have themselves been through thorough due diligence. We are working hard to increase the sustainability of props and materials for events, which is driving better

insight into our supply chains and means that we source as much as possible from UK suppliers, on which it is easier to conduct due diligence into labour practices. In 2020, most events did not run so the risks were significantly reduced.

ITV also enters into licences with third parties (licensees) for the use of ITV's intellectual property for the creation, production and distribution of consumer products by the licensees on their own account. Whilst these licensees are not suppliers as such and ITV does not typically have a role in managing the creation and manufacture of the products, for any product licences with a value of over £50k, the licensees are required to complete due diligence questionnaires, which include questions that seek to identify where risks might be for modern slavery in terms of geography and business activity.

ITV's standard product licence terms with licensees requires them to:

- Comply with all local laws relating to employment and working conditions and adopt ethical business practices including requiring a positive audit

report for suppliers based in higher risk jurisdictions;

- Comply (and procure that all associated persons comply) with applicable laws (including modern slavery laws);
- Have in place suitable procedures and systems to ensure that modern slavery does not occur in the licensee's business or in its supply chain;
- Notify ITV if they become aware of any violations; and
- Ensure that all subcontractors comply with the provisions of the licence agreement.

ITV has a right to audit compliance with the licence agreement. In addition, we have a manufacturers agreement as part of our standard product licence agreement that also requires licensee's manufacturer(s) to contractually confirm directly to ITV that they comply with all relevant obligations in the licence agreement including those set out above.

Under the new third party risk management process, procurement

facilitates enhanced due diligence on all high risk third parties.

Workplace services

ITV directly employs people to deliver workplace services which include reception services, logistics and mechanical & electrical at our hub buildings in London, Leeds, Manchester and Preston, as well at the sites used for filming Coronation Street and Emmerdale. We work with suppliers for security and catering, mechanical & electrical and cleaning services and understand that roles in these services are often at higher risk of poor labour practices. Accordingly, we manage our contractors closely, building strong relationships with them and checking their employees' terms and conditions and levels of pay to ensure that all workers are paid at least the Real Living Wage.

In 2020, workplace services suppliers were particularly hard hit and we worked hard to support them and their staff through the pandemic. The situation obliged us to cancel certain of our contracts but we helped to cover the costs of redundancy for employees.

In the case of our main office catering service we transferred two long-serving staff directly onto our payroll to provide a new trolley service.

We also contributed 50% of redundancy costs to the staff of other contractors where we had to reduce headcount, despite no legal obligation to do so. We are committed to supporting the wellbeing of these staff where we can.

As well as managing our own buildings, ITV uses a number of sites managed by other landlords. In 2020, we wrote to 39 of these landlords to ask them about their modern slavery policies and statements. In total, 24 replied to say they had measures in places, 2 replied to say they did not have measures (and we have asked them

to implement an approach within an agreed timeframe) and 13 are yet to reply. We will prioritise engagement with non-repliers in 2021.

The workplace services team is also responsible for building refits and construction projects. The team aims to source as many materials as possible from the UK in order to reduce the carbon footprint and recognising this provides additional opportunities for enhanced due diligence. For construction projects, the tender process involves questions about modern slavery and checks on main contractors to understand their commitment and willingness to address risks. In 2021, we aim to improve our monitoring of modern slavery risks in construction.

Supporting freelancers

TV production and broadcasting relies on engaging freelancers and subcontractors. Teams of people come together for the time it takes to make a programme and then they move on to other programmes, sometimes with ITV and sometimes with other production companies. In the UK, we work with approximately 2,000-2,300 freelancers at any one time who are mainly involved in the production and broadcast of our TV programmes. The freelance nature of engagement in the TV industry can be both a benefit to workers, in terms of flexibility and a challenge, due to the unpredictable nature of assignments.

In 2020, the UK's lockdown in response to COVID-19 shut down productions and many freelancers

who had not previously worried about income suddenly found themselves without work. Recognising that our industry relies on freelance staff contracts, ITV worked hard to reduce the vulnerability of this freelancer population by:

1. Successfully lobbying the government to include freelancers in national support schemes; they were included by early April.
2. Identifying a particular issue for freelancers paid through PAYE who, as a result of bureaucratic oversight, were not eligible for support. We worked with industry peers to lobby the Government directly to address the problem and established ITV as a conduit to ensure furlough pay reached this particular population of workers.

3. In October 2020 ITV supported the launch of the Film and TV Charity's Whole Picture Programme, a 2-year programme backed by Mind to improve the mental health and wellbeing of freelancers working in TV and Film. The initiative provides toolkits, training guides and resources as well as enhanced professional and peer support.

4. Getting people back into employment by getting TV productions up and running as quickly as possible by developing a code and set of practices to ensure a COVID-safe working environment; we negotiated the protocol with industry stakeholders, managed to get productions going again relatively quickly compared to other sectors and established a template that

the Department for Culture Media and Sport used for other creative industries.

In our UK operations, only Approved Engagers can book freelancers. To become an Approved Engager a person must complete mandatory training which includes content on labour rights and the importance of the Living Wage. All Approved Engagers must complete annual refresher training. In 2021 we will introduce a digital application for contracting freelancers which will require the Approved Engager's mandatory confirmation that the rate being paid is in line with the Real Living Wage.

COVID-19 communications
ITV took an early decision to send as many people home from the office as possible before the official lockdown commenced in March 2020. We established a steering group with representatives from key departments and circulated an FAQ document quickly to colleagues. We also took an early decision to stop filming on Coronation Street and Emmerdale. Our human resources teams provided regular communications focused on wellbeing and practical help throughout 2020 and continued to meet quarterly with our trade unions to keep them up to date with our actions.

Training about slavery & human trafficking

Regular training

Across the business there is annual mandatory online training which references modern slavery and Speaking up, among other aspects, and reminds colleagues of the policies in place. This helps us ensure that the highest standards of safety are maintained and that ethical and good judgement is applied when making decisions.

Our Human Resources teams receive training from an employment law firm four times a year, which includes modern slavery updates. We also provide regular communications to all Approved Engagers to ensure that they understand good labour practices and risks around modern slavery.

Additional training in 2020

ITV engaged an external expert on modern slavery who provided tailored briefings to the Modern Slavery Steering Group and to the procurement team at the start of the year. This helped to shape ITV's overall approach to addressing modern slavery.

Measuring our performance

Progress on commitments made in 2019 statement

Business area	Commitments made in 2019 statement	Progress made in 2020	Commitments for 2021
Governance	The Modern Slavery Steering Committee will continue to promote awareness of modern slavery risks within our business and monitor the effectiveness of the controls and mitigations identified.	The Committee met once in 2020 and again in early 2021 to review changes to the risk profile and the adequacy of current mitigations.	We intend to meet twice yearly to discuss progress against our action plan and identify pertinent developments that mean we need to reassess our risks or enhance our mitigations.
Workplace services	We will work with all our main contractors to ensure that we have visibility of their conduct towards subcontractors engaged on construction projects.	Due to the pandemic, our Workplace services team refocused their efforts on supporting suppliers and their staff who were hardest hit.	We will renew our focus on construction, provide all members of the Workplace services team with training and carry out spot checks on companies engaged in work on our sites.
TV production	We shall adopt the recommendations from the work of the TV Industry and Human Rights Forum in relation to grievance procedures and implement improvements to this to our supply chain.	Supported by ITV, the TV Industry and Human Rights Forum developed a draft toolkit, which includes aspects related to grievance and worker engagement, as well as recommendations in relation to buying practices. Before we could adopt the recommendations, Covid-19 forced us to postpone our plans.	We will pilot a selection of industry tools developed by the Forum on an ITV production.
	We will begin to roll out the airsweb AVA app across our international business.	We rolled out translated versions of the app across most of our international business.	We will roll out Leading Risk 2.0.

Merchandise and events	We will focus on modern slavery risks in relation to live attractions and the supply chains for merchandise produced by our licensees.	Live attractions were suspended during much of 2020 due to the pandemic.	We will focus on risks in the supply chains for merchandise produced by our licensees.
Human resources		We supported freelancers in response to the pandemic and developed a new Speaking Up process.	We will evaluate employee confidence in the speaking up process through an annual question.
Procurement		We developed a new Supplier Code of Conduct and revised our Third-Party Risk Management framework to improve the processes to help identify and manage modern slavery risks.	We will analyse the information we collect on suppliers to understand where and how to focus our due diligence practices.

Measuring our performance

Raising concerns

An important mechanism for tracking our effectiveness is through grievance channels and there are a range of ways that people can raise concerns at ITV. Our Speaking Up process is available for all workers to access should they have any concerns about labour rights practices. It applies to workers beyond direct employees and to those outside the UK. We are explicit in our Code of Conduct and relevant policies that reprisals or victimisation of anyone who raises concerns will not be tolerated.

In 2020, the Audit and Risk Committee undertook its annual review of ITV's Speaking up framework and policy and was pleased with the proposed improvements, which, when implemented, will enhance

both our people's ability to raise concerns and ITV's open culture. The revised policy and processes are due to be implemented in the UK and internationally in Q1 of 2021. The improvements include, amongst other things, the appointment of Safecall, an independent third party, to provide a confidential Speaking Up telephone hotline and web-based reporting tool and proposals for fuller and more meaningful reporting on Speaking Up concerns to the Management Board and Audit and Risk Committee.

In addition to the Speaking Up policy and the engagement survey, colleagues can speak up through a variety of mechanisms including:

- Informal conversations with managers and ITV's Talking Performance programme

- Employee Assistance Programme
- Talking to Human Resources
- Raising an issue with a member of the management board
- Raising a formal grievance
- ITV's Ambassador Network

In 2020 we introduced a questionnaire for leavers to gather further insights into the working experience at ITV.

Beyond Speaking Up we have collective agreements with colleagues in certain areas of ITV and we consult with the Broadcasting Entertainment Communications and Theatre Union (BECTU), Unite and the National Union of Journalists (NUJ). We see good relationships with trade unions as an important mechanism for people to raise concerns about their labour rights. Internally we have a group of

employee networks which provides other avenues for people to raise labour rights concerns. These include The Ambassador Network of 77 colleagues across ITV who represent each and every department in ITV, The Women's Network, ITV Able, ITV Embrace, ITV Pride and ITV Balance. We encourage suppliers to raise concerns with us, either through their ITV contact or via the Speaking Up channels. In particular, we expect suppliers to notify ITV and work together to remediate any incidents of modern slavery, as set out in our Supplier Code of Conduct. In 2020, we did not identify any incidents of modern slavery in our operations and supply chains.

This statement has been approved by the Board of
Directors of ITV plc on 26 February 2021.



Carolyn McCall
Chief Executive

This statement relates to the ITV plc Group, including
the following key subsidiaries:

ITV Breakfast Limited
ITV Breakfast Broadcasting Limited
ITV Broadcasting Limited
ITV Consumer Limited
ITV Digital Channels Limited
ITV Studios Global Distribution Ltd
ITV Rights Limited
ITV Services Limited
ITV Studios Limited
ITV 2 Limited
SDN Limited



Useful Resources

[Standards and Social Purpose Goals](#)

itvplc.com/socialpurpose

[Speaking Up Policy](#)

itvplc.com/investors/governance/policies

[Child Safeguarding Policy](#)

ITV's Child Safeguarding Policy

[Duty of Care Charter](#)

itvplc.com/investors/governance

[Environmental Goals](#)

itvplc.com/socialpurpose/reducing-environmental-impact

[Anti-Bribery Policy](#)

itvplc.com/socialpurpose/downloads

[Contact](#)

procurement@itv.com

