



ITV Human Rights and Modern Slavery Principles

Introduction

ITV is committed to upholding the highest standards of integrity and ethical conduct, and this includes ensuring that human rights abuses, including modern slavery, are not a feature of our operations, partnerships or supply chains. We know that such practices can be hidden and hard to uncover and can affect people and communities across the world.

We are committed to upholding the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the Universal Declaration of Human Rights. We comply with relevant legal requirements, such as the UK Modern Slavery Act 2015, and seek to ensure that we meet industry protocols such as the [CIISA Standards](#).

This document reaffirms and summarises our approach to identifying, preventing and addressing human rights abuses. We expect everyone working with, for or on behalf of ITV to support our commitments.

These principles should be read alongside our [Code of Ethics & Conduct](#), [Supplier Code of Conduct](#), [Modern Slavery Statement](#) and [Speaking Up Policy](#).

ITV and Human Rights

Respecting human rights for ITV means:

- Considering whose rights are at risk as a result of our activities and supply chains
- Addressing those risks in collaboration with our partners and suppliers
- Responding appropriately if harm occurs

In particular, ITV is committed to:

- Conducting appropriate human rights due diligence on our business activities and relationships
- Ensuring our own commissioning and purchasing practices do not contribute to poor human rights practices
- Engaging our suppliers, partners and peers to find ways of working together to reduce risks
- Enabling workers in our operations, productions and supply chains to raise concerns
- Listening to those potentially affected by poor practices and taking action to address the issues they flag
- Putting victims at the centre of our response and prioritising their safety

We understand that people potentially at risk from our activities include:

- Our employees
- Freelancers and contractors working on productions, including crew and those in post production
- Ancillary workers supporting our offices and productions, including those providing security, cleaning and driving services
- Communities local to our operations or our shoots
- Participants in, contributors to and subjects of our productions
- Workers in our supply chain, including those who make merchandise for, or supply goods or services to, our offices or productions

Our Human Rights Commitments

We will:

- Uphold labour rights, including by identifying, preventing and addressing risks of modern slavery, forced labour, human trafficking and illegal or harmful forms of child labour in our operations and supply chains.
- Prioritise the health, safety, security and welfare of workers, contributors, participants, subjects, contractors, visitors and communities impacted by our activities or those of our suppliers, setting clear expectations in our Supplier Code of Conduct.
- Strive for fair and ethical employment and recruitment practices, working to reduce inequality in wages, hiring and opportunities for promotion.
- Promote working environments that are inclusive, healthy, safe and free from verbal, physical or online abuse, support mental wellbeing, and proactively address issues of discrimination and harassment.
- Uphold freedom of expression, ensuring that we amplify marginalised voices, protect journalists from online and offline harm and protect our sources where necessary.
- Make sure that we do not create content that is intended to exacerbate conflict, advocate hatred or incite discrimination or violence, treating controversial topics responsibly and checking our facts.
- Safeguard and protect children and other participants, contributors, subjects and audience members, with a commitment to safe, respectful and supportive environments, including online.
- Respect the privacy rights of employees, customers, contributors and participants, including in relation to personal data.
- Use our platform and our activities to promote climate action and support clean and healthy environments.
- Promote a culture of psychological safety across our business, operations and productions to encourage people to raise concerns, alongside providing effective processes for speaking up and remediating any incidents.