

## **BBC CHILDREN IN NEED MODERN SLAVERY STATEMENT**

### **Introduction**

Slavery, forced labour and human trafficking have no place in modern society. BBC Children in Need is fully committed to being a responsible charity and to maintaining a high standard of ethical trade practices.

This statement sets out the steps taken by BBC Children in Need, and our trading subsidiary Children in Need Limited, during the year ending 30 June 2016 to prevent modern slavery and human trafficking in our operations and supply chains.

### **Overview**

BBC Children in Need is the BBC's corporate charity and exists to change the lives of disadvantaged children and young people in the UK. Our vision is that every child in the UK has a childhood which is safe, happy and secure and allows them to reach their potential.

We have approximately 116 employees based across the UK, and have one wholly owned trading subsidiary, Children in Need Limited.

### **Policy**

As a responsible charity, BBC Children in Need has an Ethical Policy, which is in line with the ETI Base Code and incorporates the ILO Conventions and Recommendations. The policy forms part of our contracts with suppliers and relevant licensees except in cases where licensees' own policies are deemed to be equivalent to ours.

The policy sets out our requirements on labour standards and is prefaced by a list of minimum standards which suppliers and relevant licensees must observe for us to work with them. The first of these minimum requirements relates to compulsory labour:

*1. Suppliers must not use any form of forced, bonded or involuntary labour, and workers must not be obliged to lodge any identity papers or pay any deposit as a condition of work.*

Later clauses expand on this in greater detail and reflect the standards set out in the ILO Conventions 29 & 105 and Recommendation 35 on Bonded/Forced Labour. Responsibility for the policy sits with our Executive Team.

### **Assessing and monitoring risk**

BBC Children in Need consulted with relevant stakeholders across the organisation to determine where there may be risks of slavery, forced labour or human trafficking within our operations or supply chains. This due diligence has informed the measures we have in place aiming to minimise the risk of modern slavery in our supply chain.

Our standard terms and framework agreements contractually require our suppliers to comply with our Ethical Policy (see above).

In respect of merchandise, our strategy to date has been to work with suppliers who already have their own effective ethical and modern slavery programme or who have been approved as suppliers to

the BBC Group through the BBC Group's programme. In addition, this year we have been developing our own ethical sourcing programme designed to assess our supplier factories to address what we consider to be our highest area of risk of modern slavery and human trafficking. The programme requires suppliers to sign up to our Ethical Policy, gives us the right to request copies of audits and requires suppliers to complete a questionnaire on working conditions, hours and wages for factory workers. The programme is operated by our merchandise and buying team with the oversight of our Head of Trading.

Our licensees manage and control their own factories; not us. Nonetheless, our relevant licensees must also sign up to our Ethical Policy, including the right for us request copies of audits, or must demonstrate that they have their own robust policies in place on modern slavery, forced labour and human trafficking.

We have updated our standard contractual terms to include additional obligations on suppliers and relevant licensees to comply with the Modern Slavery Act 2015, to conduct audits and implement appropriate policies within their own supply chains and to notify us upon becoming aware of any modern slavery in their chains. These terms are continuing to be rolled out across our contracts with suppliers and relevant licensees.

As the BBC's corporate charity, BBC Children in Need is supported by the BBC in a number of ways including the provision of office space and workplace services, IT hardware and infrastructure and related services and other corporate services. The BBC takes responsibility for the sourcing of such goods and services. You can read the BBC Group's Modern Slavery Act Statement at <http://www.bbc.co.uk/aboutthebbc/insidethebbc/howwework/reports/bbcmrsa2016>. We will continue to work with the BBC to align our policy and programme with the BBC Group to maximise effectiveness.

### **Ensuring the effectiveness of our policy and programme**

In addition to the procurement practices specified above, we ensure the effectiveness of our policy and programme by:

- taking new merchandise suppliers through the requirements of our ethical sourcing programme at the outset of any relationship;
- directing staff to source from suppliers that have been through BBC Children in Need's or the BBC Group's ethical sourcing programme whenever possible and reinforcing the message that minimum standards on forced labour must first be met before a factory can be approved for the production of merchandise;
- advising staff and relevant licensees that sufficient time must be factored in when ordering products to ensure that relevant approvals processes can be completed on time and pressures on manufacturers kept to a minimum;
- maintaining contract management processes which allow us to monitor performance under our supplier contracts, with relevant teams holding meetings with key suppliers; and
- taking appropriate action if any supplier or licensee fails to meet our standards on modern slavery, forced labour or human trafficking which may include termination of our relationship with them.

We also observe the BBC's whistle blowing policy. The policy is aimed principally at employees but is also available to others including those working in our supply chains and encourages staff to report any concerns which extends to human rights violations like modern slavery. All reports will be fully investigated and appropriate remedial actions taken.

## Looking ahead?

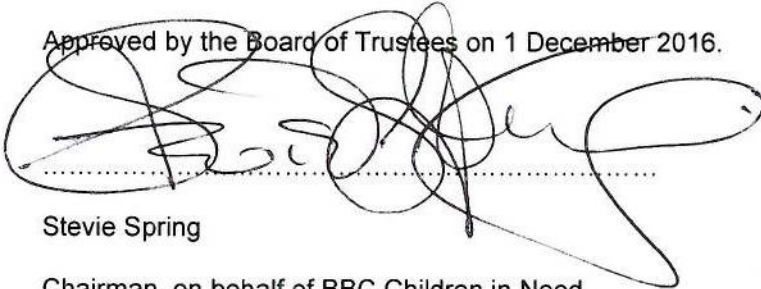
Over the next year, BBC Children in Need intends to build on the work that has been carried out so far. We will continue to review our procurement processes and identify risks across our operations and supply chains and seek to mitigate them appropriately.

We will seek to raise awareness of this statement and our Ethical Policy across the charity. In particular, we will introduce new colleagues in sourcing or licensing roles to this statement and our Ethical Policy as part of their induction.

Responsibility for progressing and monitoring our approach will sit with the Executive Team.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Approved by the Board of Trustees on 1 December 2016.

A large, stylized handwritten signature in black ink, appearing to read 'Stevie Spring', is written over a horizontal dotted line. The signature is highly cursive and loops back on itself.

Stevie Spring

Chairman, on behalf of BBC Children in Need

