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| To: | Board of Trustees |
| Meeting Date: | 19 October 2023 |
| Paper Title: | Modern Slavery |
| Paper No: | CIN-191023-xx |
| Presenter: | Nicky Scowcroft |
| Author: | |

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| Action: | FOR APPROVAL |
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Purpose of Paper:

- To provide the 2022/23 Modern Slavery Statement for approval to publish. This paper provides a supporting summary of the activities taken to meet legal requirements and approach for 2022/2023.
- The Modern Slavery Act 2015 requires BBC CiN/CINL to publish an annual statement on the BBC CiN website (www.bbcchildreninneed.co.uk) of the activities undertaken to prevent modern slavery (MS) from occurring across our organisation and within our supply chains.
- BBC Studios have continued to provide factory compliance support for us throughout 2022/2023.
- The appendix includes the annual statement for review which includes our approach to identifying and tackling ethical issues, including modern slavery.
- It should be noted that we have not necessarily made improvements over the financial year 2022/2023 but we continue to deliver against the approach set out in our Statement and believe this ensures that we keep up to date with relevant legislation.
- There are some outstanding actions that were previously recommended in our last paper that have not yet been actioned, largely due to changes of staff (e.g. review of licensing position and training). However,

it should be noted that in the financial year 23/24 the ownership of our ethical responsibility will sit within Finance & Operations across both Trading and Charity Governance. As part of this move, we recommend that our Modern Slavery Programme is reviewed as a whole to ensure we remain satisfied with the governance and management arrangements in place in light of staff and structural changes, including approach to risk assessments, training and engagement with the cross BBC Ethical Working Group.

Recommendation & Desired action from Trustees:

That the Board reviews this paper and formally approves the accompanying BBC Children in Need and Children in Need Limited Modern Slavery Statement 2022/2023.

Please tick which Strategic Priority / Priorities this aligns with:

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|--|---|
| Striving for Operational Excellence | ✓ |
| Making a positive change for children and young people through grants & beyond | |
| Creatively engaging with our audiences and supporters to inspire & raise awareness | |
| Strategically growing our income | |

Appendix

**BBC CHILDREN IN NEED AND CHILDREN IN NEED LIMITED MODERN SLAVERY STATEMENT**

FINANCIAL YEAR ENDED 30 JUNE 2023

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes BBC Children in Need and Children in Need Limited's seventh statement setting out the work undertaken during the financial year ended 30 June 2023 to identify, prevent and address modern slavery across our organisations and supply chains.

1. ORGANISATION

BBC Children in Need exists to change the lives of disadvantaged children and young people in the UK. Our vision is that every child in the UK should have the chance to thrive and be the best they can be. BBC Children in Need has one wholly owned trading subsidiary, Children in Need Limited and together we have 150 employees based across the UK.

We have a varied supply chain covering services which are provided within the UK, a wide range of products and branded merchandise including those manufactured overseas, and UK based licensees. We are committed to working to ensure everyone who works for and with us is treated fairly, is able to work safely and has their human rights protected and respected. We have a responsibility to work to ensure modern slavery is not present in any form across the charity and within our supply chains and we are committed to ensuring our practices support this.

As the BBC's corporate charity, BBC Children in Need is supported by, and seeks to align itself to the policies of the BBC in a number of ways, including our approach to modern slavery. Members of both BBC Children in Need and Children in Need Limited are core members of the BBC Group's Modern Slavery Working Group and feed in to BBC Group modern slavery programmes and initiatives. You can read the BBC Group's Modern Slavery Statement [here](#).

2. APPROACH TO TACKLING MODERN SLAVERY

We continue to adopt a targeted approach to identifying and tackling ethical issues, including modern slavery, in our organisation and supply chain.

In line with our programme we have structured governance and management arrangements focused on the issue of modern slavery

- Our work to tackle modern slavery is overseen by internal stakeholders. This is a focused group, based on risk areas within the organisation.
- We continue to be part of the BBC's Modern Slavery Working Group which further facilitates collaboration across the BBC Group. The Modern Slavery Working Group is also supported by internal subject matter experts, and external specialists, where beneficial.
- Our Trustees receive an annual update on our activities in relation to tackling modern slavery.
- Our Ethical Policy and programme are overseen by our Executive Team.

We have continued to ensure our people and suppliers are aware of our policies which highlight our ethical requirements

- Our policies and guidelines across our organisation and the BBC set out our expectations of our people, stakeholders and suppliers. All staff involved in sourcing or licensing of products are also expected to follow the requirements of our ethical trading programme.
- Our Ethical Policy sets out our expectations of our suppliers. It is in line with the **Ethical Trading Initiative Base Code** and reflects the **International Labour Organisations Conventions and Recommendations** including clauses covering forced labour. This policy forms part of our standard Supplier Terms of Trade, Freelance Terms and our agreements with corporate partners and licensees, except in cases where licensees' own policies are deemed to set a higher standard than or equivalent to ours. The policy sets out our requirements on labour standards and is prefaced by a list of minimum standards that partners must meet before we are able to work with them. It is issued at the point of engagement with the individual or supplier and is reviewed periodically. A copy of our Ethical Policy is available on request.
- We continued to communicate the BBC's Code of Conduct internally to all members of the organisation. The Code sets our expectations of ethical conduct, fair, respectful treatment, and also highlights how our employees and others engaged on BBC Children in Need business may raise concerns.

Our approach remained risk based, targeted where people are most at risk

- When determining where the greatest risks lie and how to focus our efforts, we assess where workers are more likely to be at risk of ethical issues, including modern slavery, based on the type of product or service being provided, their geographic location and any known previous issues or the scale and type of our relationship with suppliers. These factors affect our ability to influence and impact change.
- We continue to determine that our risk is greatest in our supply chain categories of official merchandise, branded product for promotional use and licensed product. Our due diligence measures described in this statement therefore continue to predominantly focus on these areas.

Our due diligence processes continue to be applied to seek to identify and monitor issues

- We carried out further reviews of our trading operations and identified resulting actions to strengthen our programme.
- We continued to review ethical trade questionnaires or audit reports for our core products and ensured that all suppliers and factories producing our own label merchandise are members of SEDEX and have up to date SMETA audits in place.

- Our on-boarding and tender processes for new suppliers continued to apply focus to our ethical trade requirements to ensure consistency in evaluating potential partners' ethical trade processes and controls prior to the start of any relationship.
- Finally, we continued to seek support from internal specialists within the BBC to conduct a second verification of our due diligence where we consider this appropriate.

We continue to build awareness across key internal and external stakeholders

- Training on ethical and fair trading remains part of our awareness approach for relevant members of staff, along with regular knowledge sharing.
- Responsibility for oversight of ethical compliance sat with our Commercial Director, and in respect of trading with our Head of Trading, during 22/23 to reflect its importance and to drive overall consistency in implementation within operational teams.
- We also provide guidance documentation to product manufacturers on how to follow our ethical trading programme, underlining that minimum standards on forced labour and other serious issues must be met before a factory can be approved for production.
- Our whistleblowing policy confirms our and the BBC's commitment to maintaining the highest standards of ethics, honesty, openness and accountability and set out procedures for raising concerns in relation to, amongst other things, acts of abuse or exploitation . This policy was updated in July 2022 and continued to be available for our staff to use if they become concerned. There were no issues relating to modern slavery raised over the last year.

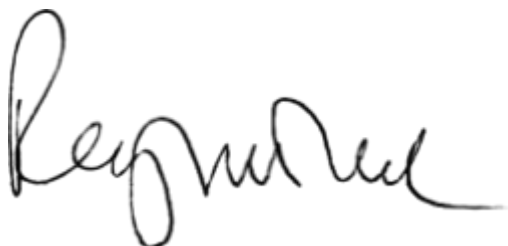
3. FUTURE PLANS AND PRIORITIES

We appreciate the significance of our role in helping to identify, prevent and help eradicate modern slavery. We are committed to operating a responsible organisation, sourcing products and services ethically, and helping to raise standards across the industry.

In line with our programme, during the next year we will:

- take a risk based approach and revisit our ethical risk assessment annually;
- ensure that as a condition of supply, any manufacturer or importer of BBC Children in Need core product will need to submit an ethical audit, conducted within the last 12 months, and we will specify appropriate auditors; and
- focus communications and awareness-raising activity on key risk areas, particularly within licensing.

This Statement was approved by the Board on 19th October 2023

A handwritten signature in black ink, appearing to read 'Rosie Millard', written in a cursive style.

Signed by Rosie Millard, Chairman

Further information

- Previous BBC Children in Need Modern Slavery Statements can be found by clicking the link at the bottom of this webpage
- BBC Group Modern Slavery Statement (<https://downloads.bbc.co.uk/aboutthebbc/reports/pdf/bbcmsa2023.pdf>)
- The Ethical Trading Initiative Base Code (<https://ethicaltrade.org/eti-base-code>)