



BBC GROUP MODERN SLAVERY STATEMENT

FINANCIAL YEAR END 31 MARCH 2026

INTRODUCTION

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the work undertaken during the financial year ending 31 March 2026 to further prevent, identify and address modern slavery across the organisation and its supply chains, as well as detailing future plans to continue to drive this work forward.

The BBC has a moral and legal responsibility to prevent modern slavery from occurring in any form across our organisation and within our supply chains. The BBC understands modern slavery to include forced labour, human trafficking, sexual exploitation, child labour, criminal exploitation, and servitude; and acknowledge that any form of labour exploitation, if left present, has the ability to evolve into modern slavery. We are committed to ensuring our organisational practices and risk-management approach support our responsibility to ensure the BBC is proactively preventing modern slavery and addressing it should a case occur.

THE YEAR IN SUMMARY

Over the past year, we focused on strengthening the programme for modern slavery prevention, which has included an assessment of pan-BBC risk areas, the launch of awareness resources, and furthering the due diligence approach.

Our goods and services supply chain has continued to be the focus and the development of the work over the past year. This included the development of a foundation to build from, with the commitment to continually strengthen ways of working by introducing strategies to reduce, mitigate and address any concerns.

More information on our progress during the financial year can be found on page 7. Our commitments for the next financial year are detailed throughout this statement, with a summary on page 8.

THIS STATEMENT IS SPLIT INTO THE FOLLOWING SECTIONS:

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ORGANISATION
AND SUPPLY CHAIN
STRUCTURE

OUR BBC

The BBC is one of the largest public service broadcasting organisations in the world. Our mission, public purpose, commitments and governance are set out in the Royal Charter and we are regulated by Ofcom, the communications regulator. The BBC uses the income from the licence fee to serve a global audience by providing television, radio and online services. As a public service broadcaster, the BBC consists of a portfolio of television services; ten UK-wide radio stations; two national radio stations; digital services including BBC News, Sport, Weather, CBBC, CBeebies, iPlayer, BBC Sounds, BBC Red Button and our archive; and BBC World Service television, radio and online, which is available in more than 40 languages.

The BBC has operations globally, including international news bureaux across 53 countries, which support our mission to educate and inform by delivering news and other services to the world. This includes the BBC’s international news unit, World Service. Major international hubs include Nairobi, Washington, Bangkok, Warsaw and Delhi.

As well as being a public service broadcaster, the BBC has a separate commercial business that generates income for the Group. BBC Commercial Limited’s main commercial arm is BBC Studios Limited, with BBC Studioworks Limited also being a notable subsidiary. There is a separate Commercial Board which reports into the BBC Board and oversees the delivery of the Corporation’s commercial ambitions.



1. BBC STUDIOS LIMITED

BBC Studios produces and distributes world-class content here in the UK and globally. Its commercial activities are divided into two lines of business: Global Content Studio and Global Media & Streaming.

Over the last year, BBC Studios continued their ethical trading programme, which focused on the risks within their Licensed Consumer Products business and is monitored through their key performance indicators. More detail can be found in their latest statement which can be accessed on their [website](#).



2. BBC STUDIOWORKS LIMITED

BBC Studioworks provides a comprehensive range of studio facilities, post-production services, and technical expertise to leading UK broadcasters and production companies.

Whilst BBC Studioworks Limited have been in scope for reporting under the Modern Slavery Act since 2019, this is the first time their operations and future plans have been reported on. Details of this work is set out in BBC Studios Limited’s statement.



The BBC also has associated charities, including Children in Need, which provides funding and grants to projects supporting disadvantaged children and young people across the UK. They published their first [Impact Report](#) in April 2026. Children in Need produce their own [Modern Slavery Statement](#) which was approved on 11th December 2025.

PEOPLE AT THE BBC

We are committed to ensuring that everyone who works for and with us is treated fairly, has a safe environment to work in and has their human rights respected and protected. During 2025/26 there were approximately 21,000 people working for the BBC around the world and thousands more across our global supply chains. Internationally, the BBC employed 1,400 people during the financial year.

In the UK, we also had approximately 36,000 people contracted for us as part of our extended workforce, fulfilling key roles such as producers, broadcast journalists and camera operators. Some of these individuals worked across multiple contracts during the financial year.

Our extended workforce is vital to the BBC and forms a core group of people who enhance our work and productions with diverse talent and perspectives. There have been various projects during the financial year to strengthen the systems and processes in place with the extended workforce in the UK and overseas. In our international news operations, a service was launched which set out to centralise the booking process and the rollout is continuing bureau to bureau. In the UK, the systems were updated to make booking and managing the extended workforce simpler and more consistent. More information on how the BBC works with the extended workforce can be found [here](#).

OUR SUPPLY CHAIN

We work with a diverse range of suppliers who help support the BBC’s output across TV, radio and online. Supplier selection is based on value for money, as well as considering quality, reliability, safety, service, maintenance and the ability to meet our ethical trade and sustainability expectations. Our supply chains are therefore global and complex. They cover a wide range of products, goods not for resale, and services. Major categories of the supply chain include:

- Corporate Services - including consultancies, travel, legal services, publications, office supplies, audit and financial services
- TV Production and Resources – including independent production companies (indies), costume and make-up, lighting, location services, events and exhibitions, post-production, outside broadcasters
- Logistics - including hotels, couriers and transport
- Marketing - including market research, audience reporting services, licence fee collection, advertising
- Property and Workplace - including cleaning, catering, security, utilities, construction
- Technology and Broadcasting - including IT hardware and infrastructure, transmission, technology services, professional production equipment

The complexity of these supply chains makes it challenging to ensure that everyone working for or with us has their human rights respected and protected. Our journalists regularly investigate working

conditions around the world and have often evidenced that supply chains carry a risk of exploitation. Understanding these risks is essential to enable the BBC to mitigate them as much as possible within its direct sphere of influence.

Where applicable, we publish the names of suppliers awarded contracts in our goods and services supply chain, along with the duration of the contract, in line with our obligations under the Procurement Act 2023.

Our Terms of Trade are also published, as well as information on support for SME and local suppliers, how to get paid, opportunities to work with the BBC and an overview of the competitive tender process. More information can be found at [Supplying the BBC](#).

For the independent production companies, we commission them to produce TV, audio and online content for the BBC. More information about the standards indies work to when commissioned by the BBC can be found on the [Delivery](#) page of our website.

Within our international operations, the management of the supply chain is down to the individual bureau. Over the next financial year, we plan to provide support to international teams to streamline supplier management across the BBC with the re-introduction of a more efficient international ethical trade checklist and procurement refresher training.

We also plan to:

- Deepen our knowledge of our goods and services supply chain by prioritising the high risk spend categories to gain greater visibility;
- Improve Modern Slavery Act compliance with the independent production companies we partner with; and
- Strengthen and develop processes to support our colleagues working in our international operations.

MODERN SLAVERY RISK GOVERNANCE

Overall management for the work on modern slavery prevention sits with the Modern Slavery and Ethical Trading lead within Group Sustainability. The role works closely with teams across the BBC Group to complete engagement activities, embed strengthened ways of working, drive due diligence efforts and pursue strategic initiatives, with oversight from our Sustainability and Procurement Directors.

Our Ethical Trade and Modern Slavery Working Group consists of stakeholders from key business areas, including those who manage the associated risks on a day-to-day basis. The Working Group met four times during the financial year to share knowledge, updates and industry news.

EXTERNAL ENGAGEMENT

We acknowledge that collaboration through external partnerships is key to managing the risk of modern slavery and continue to collaborate with other media companies through participation in the TV Industry Human Rights Forum.

Since 2024/25, we have been a present stakeholder in the Creative Industries Independent Standards Authority’s (CIISA). We hope that the establishment of CIISA’s services will help drive a positive culture across the UK’s creative industries by setting, upholding, and improving standards of behaviour to enable safe and inclusive working environments (including the prevention and tackling of all forms of bullying and harassment, including behaviour of a discriminatory nature). We became a CIISA ‘trailblazer’ over the past financial year, with pilots being undertaken on three productions.

In November 2025, the BBC hosted an event on behalf of the TV Industry Human Rights Forum on Psychological Safety in TV Production, which highlighted the importance of the CIISA standards amongst industry peers.

OUR DUE DILIGENCE APPROACH

Due diligence is a multi-layered approach that can identify, assess, prevent and address any adverse impacts on the supply chain, as well as assessing where the BBC, whether solely or jointly, could be potentially contributing to these adverse impacts. Previously, the focus of our approach has been on the supplier selection and onboarding process for goods and services, where mechanisms are in place to ensure that we are assessing potential new suppliers based on risk through a preventative lens. This has been expanded over the past year to undertake further due diligence of the categories identified as carrying a higher risk.

ORGANISATIONAL POLICIES

Our policies and guidelines across the BBC Group set out our expectations of our people, stakeholders and suppliers on our standards, conduct and processes. Key policies that strengthen our approach to preventing modern slavery include:

- Ethical Trading Policy**
The policy is aligned with the Ethical Trading Initiative Base Code, and incorporates key International Labour Organisation conventions and recommendations, including clauses covering forced labour, and sets out our expectations for our suppliers. It is referenced in our standard Supplier Terms of Trade for the goods and services we procure.
- Code of Conduct**
Our Code of Conduct brings together our standards, policies and processes for everyone working for or with the BBC. Through our Code of Conduct, we commit to only contracting with parties that reach our standards with regards to labour and working conditions.
- Safeguarding Policy**
This outlines the measures that need to be taken to safeguard children and vulnerable adults who engage with the BBC. There is also an International Safeguarding Policy for those interacting with children outside of the UK.
- Sustainable Supply Chain Code of Conduct**
Launched in November 2024, the Conduct sets out the BBC’s commitment to integrating environmental and ethical considerations into the supply chain of the goods and services that we procure, by communicating the minimum and advanced expectations with our suppliers.
- Whistleblowing Policy**
Confirms the BBC’s commitment to maintaining the highest standards of ethics, honesty, openness, and accountability, and sets out procedures for raising concerns in relation to, amongst other things, acts of abuse or exploitation. The policy applies to full-time and part-time employees, those on fixed term or temporary contracts, freelancers, contractors and consultants, and volunteers or interns.
- Ethical Sourcing Guidelines (internal document)**
Launched during the financial year, these guidelines support an aligned approach to sourcing responsibly across BBC Public Service and include why sourcing responsibly is important, the tender questions, contractual clauses and spend category risk levels that reflect the risk assessment.

Our policies are communicated through a variety of means. For employees, they are available on our intranet with key updates shared through our internal communications. The mandatory training for employees includes information on certain policies including our BBC Code of Conduct. For suppliers within the supply chain, policy updates are shared through communications and supplier events. They are also available on our website and included in our Terms of Trade.

ASSESSING AND MANAGING RISK

Our annual risk assessment enables us to identify where the greatest risks are in our goods and services supply chain. The ongoing conflicts around the world, increasing impacts of climate change, the global cost of living crisis amongst other external factors, are all contributing to the challenges being felt across our organisation and supply chain, making it increasingly important to conduct our assessment accurately.

The risk assessment utilises publicly available reports on modern slavery and human rights, industry knowledge, as well as in-house expertise, to identify where the priority areas are based on inherent risk. It assesses the likelihood and impact of modern slavery occurring, as well as where the BBC has the most leverage based on spend. The results of the assessment inform the approach taken to manage the risk of modern slavery and other ethical issues during the tender process of potential new suppliers and whether the enhanced question needs to be asked.

The risk assessment methodology was updated during the financial year to reflect further industries and worker groups that are considered high risk. This also recognised research conducted by the TV Industry Human Rights Forum to inform the risks related to TV production. In response to the updated and improved methodology, the number of elevated and high risk categories more than doubled.

DUE DILIGENCE IN RELATION TO MODERN SLAVERY

The risks areas identified in our assessment directly informed the approach to due diligence. Throughout 2025/26 we have enhanced the due diligence approach to gain more visibility at the selection and onboarding stage, and to appropriately monitor key suppliers on an ongoing basis.

The tender process was strengthened with the introduction of a mandatory ethical trade question for all tenders and an enhanced question for elevated and higher risk spend categories. This has enabled us to receive deeper insights into our potential suppliers’ operations and supply chains at point of selection, which gives us a greater foundation to build from with ongoing due diligence. During the year, we had 10 tenders where the enhanced question was used to evaluate the suppliers. The weighting for ethical trade for higher risk categories is increased as part of the scoring.

Partnerships across the BBC with key stakeholders have been established to support with the advancement of due diligence. Informed by the categories we identified in the annual supply chain risk assessment, suppliers in high and elevated risk categories have been prioritised due to the risks to workers within those supply chains and the potential impact of the BBC on these supply chains. Through conversations with BBC teams and our suppliers, we have been able to gain more visibility of parts of our supply chain through discussions and analysing audit reports where applicable, providing us with greater visibility of our supply chain.

Over the next financial year, we plan to continue to expand the enhanced due diligence programme by capturing more suppliers that fall into the high and elevated risk categories, as well as collaborating with the industry to develop an approach to conduct due diligence of the independent production companies.

GRIEVANCE MECHANISMS

At the BBC, there are well established mechanisms available for those working directly and indirectly for the organisation to report any concerns about exploitation and modern slavery. This includes an independent third-party reporting line, which allows for anonymous disclosures and is available in multiple languages via phone or online, as well as a variety of bespoke routes, including utilising the Safeguarding Policy to raise concerns about a vulnerable adult, or speaking to the BBC’s Corporate Investigations and Whistleblowing teams. The Corporate Investigations and Whistleblowing teams lead on investigations, with the Safeguarding team available to offer additional expert support where necessary.

In 2025/26, there were 154 whistleblowing disclosures received through various channels across the BBC. No modern slavery matters were substantiated by whistleblowing investigations.

In the next financial year, we will develop an escalation and remediation framework for labour abuse and modern slavery.

TRAINING AND AWARENESS RAISING

TRAINING AT THE BBC

Training is an important tool for ensuring that everyone within the BBC has the knowledge to know what modern slavery is, how to spot the indicators, and knows how to report any suspected or actual cases.

We have developed and launched a new Ethical Trade and Modern Slavery hub on our intranet, which provides BBC employees with information on what modern slavery is, how to spot the signs, and brings it to life through using BBC content. For those managing contracts or working within a particular category, we have created category risk profiles that detail the risk level, human rights risks and key industry resources to support employees in understanding what the risks area in their respective areas. The hub also provides multiple paths for employees to raise concerns and ask questions for anything they are unsure about. We will be presenting the hub to various divisions across the BBC in the next financial year to ensure people are aware of its existence and know how to use it.

Training tailored to specific job areas that work across higher risk areas is important and our Ethical Trading Training is available for all staff and is tailored to those managing contracts. It focuses on sourcing ethically and modern slavery awareness and has been shared directly with Procurement and contract managers across the BBC. 100% of Procurement employees have completed the training.

Within our international operations, the Safeguarding team trains the bureaux managers on what makes someone vulnerable to abuse, what vulnerability looks like and how to raise concerns.

Over the next financial year, we plan to update our Ethical Trading Training to reflect the new Ethical Sourcing Guidelines. The teams across our international operations will also be receiving a procurement refresher training that will include ethical trade.

RAISING AWARENESS

The BBC is in a unique position by being in an industry that can spread awareness amongst audiences on modern slavery, exploitation and other forms of human rights and labour abuses through content. The Action Line is shared where applicable to support audiences in knowing where to raise concerns if they are affected by any of the content.



PROGRESS UPDATE

During the financial year 2025/26, the focus has been on strengthening policies and ways of working across the BBC, advancing the due diligence approach for goods and services suppliers, launching the Ethical Trade and Modern Slavery hub on our intranet, and collaborating with industry peers to support improved conditions within the TV industry. These focus areas all feed into the future plans and priorities we committed to in our 2025 statement. Progress updates can be found below:

2025 PRIORITIES	PROGRESS
Revise the focus of our Ethical Trade Working Group to create a space for knowledge sharing and learning, to ensure and drive accountability.	We re-launched the Ethical Trade and Modern Slavery Working Group with a revised focus and updated Terms of Reference. Four working group meetings were held with key stakeholders across the BBC throughout the year.
Update the annual supply chain risk assessment and consider revisions to the assessment methodology.	An updated methodology for our annual supply chain risk assessment was developed, which is managed by the Procurement team and reflects the current risk landscape. The risk assessment was then conducted using the updated methodology and included new categories that consider a broader range of spend categories, including those related to the targets of the BBC Net Zero Transition Plan.
Enhance the ongoing due diligence of new and existing suppliers. This will include a focus on high risk industries, such as cleaning and security.	We enhanced the due diligence approach to dive into the supply chains of the suppliers that fall into the high and elevated risk categories based on the updated supply chain risk assessment. These categories included promotional merchandise, print, outside broadcasters, live event management, catering, facilities management and security. Due diligence has been limited where some categories are out to tender. This has been the case for due diligence on our security and catering partners, limiting the due diligence to desktop based to not affect the tender process.
Develop the training model to create an innovative approach to spreading awareness of modern slavery risks amongst BBC staff.	We developed and launched the Ethical Trade and Modern Slavery hub on our intranet, providing teams across the BBC with access to information on modern slavery awareness, how to spot the signs, category risk profiles for high and elevated risk spend categories, and a workplace checklist for teams to use to highlight if any indicators of modern slavery (including breaches to labour rights generally) are present across the BBC’s operations and supply chains. The hub has been created to be inclusive of the BBC’s operations globally.
Expand our external network to strengthen how we manage the risk of modern slavery.	The management of the membership of the TV Industry Human Rights Forum was transferred to BBC Public Service from BBC Studios. Engagement in the forum has continued over the past year, with the BBC hosting an event at Broadcasting House in November 2025.

FUTURE PLANS AND PRIORITIES

We appreciate the significance of our role in helping to identify, prevent and mitigate modern slavery. Our industry is also in a unique position with the ability to spread awareness amongst audiences through the content we provide. We aim to continuously improve and evolve our practices in relation to operating as a responsible organisation, sourcing products and services ethically, as well as helping to raise standards across the industry.

Our priorities for next year will support in advancing our programme to continue to strengthen the approach across the BBC. Looking ahead, we plan to:

- Update the BBC Group Ethical Trading Policy.
- Launch the revised Ethical Trading Training.
- Ensure compliance to the Modern Slavery Act is met by all our suppliers and partners who meet the threshold for reporting.
- Increase the support within our international operations to gain greater oversight of the governance, management and transparency of the supply chains.
- Continue to conduct ongoing due diligence of new and existing suppliers, prioritising those that are classed as high and elevated risk.
- Explore an approach to assess risk and conduct due diligence within TV production.
- With the advancement of the programme and ongoing due diligence underway, develop KPI's and metrics to monitor performance.

We remain committed to engaging with industry organisations and partners to develop, support and participate in collaborative responses to modern slavery risks wherever possible and will continue to do so in the next financial year.

This Statement was approved by the Board of Directors on 18 June 2026.



Matt Brittin
Director-General (on behalf of the BBC Board)
BRITISH BROADCASTING CORPORATION

