



MODERN SLAVERY STATEMENT 2025/26

JUNE 2026

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1 INTRODUCTION

We believe everyone is entitled to basic rights and freedoms, whoever they are and wherever they live. That's why we're against all forms of modern slavery, everywhere.

This is BT's eleventh Modern Slavery Statement, for the financial year ending 31 March 2026. We've developed it in consultation with our people and relevant companies we own or control. We publish it in line with the UK Modern Slavery Act 2015 and Australian Modern Slavery Act 2018.

You can find [this statement on our website](#) and on the [UK](#) and [Australian](#) public modern slavery registries.

2 OUR ORGANISATION AND SUPPLY CHAINS

BT Group operates as a single business, made up of different organisational units. We have four customer-facing units: Consumer, Business, International and Openreach. They're supported by our two Technology Units, and our five Corporate Functions. Openreach is a legally separate, wholly owned subsidiary of BT Group.

We employ more than 79,000 people, with around 61,000 in the UK. We have offices around the world in countries like Hungary, India and the USA. Our people do lots of different things – from sales to cyber security, field engineering to finance and procurement to people and culture.

We buy a vast range of things, from network and IT hardware to corporate clothing and waste disposal services. Some of the products and services we buy we use in our own business (like the things we need for running our offices) and some we use as part of what we sell to customers (like networking equipment, mobile devices, and software).

We buy from around 9,000 direct suppliers in 90 countries. This year, we spent £14.3 billion with our suppliers. Of this, roughly 75% was with 100 key suppliers and 95% was with suppliers based in low-risk countries.

We don't make things ourselves. So, we don't own any factories or manufacturing facilities, nor do we handle raw materials – our suppliers do that for us. Across our own operations and supply chain, people work in lots of different places like offices, retail stores, engineering sites and manufacturing facilities.

3 GOVERNANCE

We work to make sure our policies, governance and due diligence processes account for human rights risks so we can properly manage and mitigate them.

During the year, the Responsible Business Committee, a committee of the BT Group plc Board, agreed our human rights and responsible tech plans and monitored progress on them. As of FY27, and now that our responsible business strategy is fully embedded into our business strategy, governance of this activity will transition from a standalone committee to the Board, who will provide oversight going forward. More detail is included in our 2026 Annual Report available at bt.com/annualreport. We will continue to integrate human rights risks – like those around modern slavery – into our risk management framework.

Our Chief Corporate Affairs and Brand Officer, an Executive Committee member, oversees our modern slavery approach and has delegated authority from the Chief Executive for decisions about all human rights risks.

Day-to-day, our Responsible Tech and Human Rights team works on integrating the United Nations Guiding Principles for Business and Human Rights into our business.

They provide training and support for the people bringing our human rights policy to life across BT. They also drive consistent decision-making across the business and keep on top of emerging trends. This helps us develop, use, buy and sell technology in a way that benefits people and minimises harms.

4 OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Our policies set expectations of how we – and everyone who works on our behalf – will work to prevent modern slavery. We're guided by the United Nations Guiding Principles on Business and Human Rights, and our commitment to the United Nations Global Compact.

We have five policies relevant to modern slavery and human trafficking:

1. Being trusted: our code
2. Human rights
3. Sourcing with human dignity
4. Recruitment
5. Anti-corruption and bribery

[You can read more about our policies here.](#)

5 DUE DILIGENCE

We want to cut the risk of modern slavery in our own operations and help suppliers do the same. We do this by:

- assessing where the risks are in our business and supply chains
- understanding our risks, and finding ways to combat modern slavery by talking to experts
- developing and applying anti-slavery measures through policy, training and collaboration.

This means we're working closely with our people, suppliers, and stakeholders to improve our approach in a way that respects human rights.

Case Study: Child Labour Remediation

The Democratic Republic of the Congo (DRC) produces around 70% of the world's cobalt, with an estimated 15-30% originating from artisanal and small-scale mining, where the risk of child labour is highest. Cobalt is used in lithium-ion batteries found in some customer equipment, network-related devices and electric vehicles that we sell or use. That means there's a heightened risk of child labour in our raw material supply chain.

This year, through a partnership with Save the Children we invested in the Child Rights Action Hub DRC to help address this risk. This locally embedded, multi-stakeholder initiative is developed and implemented by The Centre for Child Rights and Business. It helps identify children in high-risk contexts and delivers child-centred solutions like education, healthcare, psychosocial support, access to decent work and apprenticeship opportunities for eligible youth and family livelihood planning.

We're committed to this project for three years.

One way we monitor how well our modern slavery approach is working is to encourage our people to raise concerns about suspected problems. They can do that with our Responsible Tech and Human Rights or Ethics teams or via our independently operated [Speak Up](#) whistleblowing service – also open to third parties in the UK and globally.

As part of our ongoing supply chain due diligence, we do on-site assessments to help us understand how well suppliers have implemented our policies and standards and how that's affected their workers. If we spot that a supplier needs to improve, we work with them to fix any problems.

Case Study: Worker Voice

Worker Voice complements our Speak Up whistleblowing service. It enables direct engagement with workers and supports participation and collaboration across our supply chain. Using technology to get worker feedback is an established and effective due-diligence tool, particularly for identifying risks more difficult to detect through traditional assessments.

This year, working with Labor Solutions, we expanded our Worker Voice programme to five extra supplier sites in China, Thailand and the Philippines – reaching more than 1,200 people. Building on last year's insights, we prioritised recruitment agencies. Overall feedback was positive, and the project highlighted opportunities to strengthen recruitment fee controls and health and safety practices.

We've agreed corrective action plans with all the sites.

[You can read more about our approach to due diligence here.](#)

6 RISK ASSESSMENT

We believe our highest risks for modern slavery and human trafficking are around:

- supply chain – including companies who sell products or services to our direct suppliers
- construction and engineering services for our infrastructure
- guarding and monitoring services for our properties and infrastructure
- catering and cleaning services used in our business
- network equipment manufacturing.

In these sectors we believe our biggest exposures to modern slavery are human trafficking, forced labour and debt bondage. And in our network equipment manufacturing and battery supply chain we believe there's a higher risk of child labour because of the critical minerals in these products.

To understand these risks, our buyers use a step-by-step guide for procurement sourcing so they ask the right questions and review the right information at each stage.

Our self-assessment questionnaires flag potential risks at the earliest stage when we're qualifying prospective suppliers. We ask questions to understand what it is we're buying and where we're buying it from. And to check the employment terms of workforces (for example, whether there are migrant workers employed, who can be more vulnerable to modern slavery risks).

We use digital tools to understand our suppliers' changing risk profiles and monitor them in real time. The tools can give information on disruptions to suppliers in regions affected by geopolitical crises or natural disasters, which could raise the risk of modern slavery. We also get insights on worldwide macro trends that might raise the risk of modern slavery in our supply chain.

Case Study: Openreach's Build Partner Supply Chain

Construction and engineering are still sectors with high modern slavery risks. As Openreach continues rolling out the fibre network, we've spotted a need for stronger due diligence across our build partner supply chain.

In 2025/26, we reviewed how we manage modern slavery and labour exploitation risks, checking Openreach's controls for overseeing its build partners over the lifetime of their relationships. Although there were strong policies, contracts and workforce visibility in place, the review highlighted that risks can remain hidden within complex subcontracting and onboarding arrangements.

We learned we needed clearer ownership, stronger in-life assurance and more targeted training and worker awareness. Next year we'll take forward the recommendations to strengthen our approach.

[You can read more about our approach to risk assessment here.](#)

7 TRAINING ON MODERN SLAVERY AND TRAFFICKING

Everyone who works for us does training when they join, and annually thereafter, on our ethics code (Being trusted: our code) and our anti-corruption and bribery policy. The code and training (Doing the right thing. For good) make clear that we don't tolerate modern slavery.

We provide teams most likely to come across modern slavery with additional training. For example, when buyers who'll work closely with suppliers join us, we give them training to help them spot signs of forced labour, learn how to report concerns and understand how it affects our business.

8 OUR PROGRESS THIS YEAR

Modern slavery is a complex and often hidden risk. We use the following performance indicators to monitor and report on how effective our policies and procedures are in this area.

KEY PERFORMANCE INDICATOR (KPI)	REASON FOR KPI	2024/25	2025/26
Number of on-site supplier assessments this year (including remote audits and independent third-party audits).	We investigate practices that might lead to modern slavery through on-site supplier assessments.	42	50
Number of concerns identified through on-site supplier assessments which indicate potential forced labour.	By monitoring the number of concerns we identify, we can better adapt our policies and procedures.	0	0
Percentage of colleagues completing the 'Being trusted: our code' training.	By monitoring completions, we track colleagues' understanding of 'Being trusted: our code', which includes modern slavery.	98%	98%
Number of reports to our Speak Up whistleblowing service around modern slavery concerns.	By monitoring the number of concerns reported, we can better adapt our policies and procedures.	0	0

Our progress this year

WHAT WE SAID WE'D DO THIS YEAR	DID WE DO IT?	WHAT WE'RE GOING TO DO NEXT YEAR
Continue our operational support, funding and promotion of the UK Modern Slavery Helpline.	Yes. We continued operationally supporting, funding and promoting the UK Modern Slavery Helpline.	Continue operationally supporting, funding and promoting the UK Modern Slavery Helpline.
Expand the use of technology to strengthen due diligence in our supply chain.	Yes. We deployed a digital Worker Voice solution to five sites in our supply chain in China, Thailand and the Philippines.	Continue expanding the use of technology to strengthen due diligence in our supply chain.
-	-	Continue participation in the Child Rights Action Hub in the Democratic Republic of the Congo to address child labour risk in the supply chain.

SIGN OFF

This statement describes what we've done in the financial year 2025/26 to prevent modern slavery in our business operations and supply chain.

The boards of directors for the following companies have approved this statement:

- British Telecommunications plc
- BT Australasia Pty Limited*
- BT Global Services Limited
- Communications Network Services Ltd
- EE Limited
- Mainline Digital Communications Limited
- Openreach Limited
- Plusnet plc
- BT Limited

They all delegated authority to Allison Kirkby to sign this statement on their behalf.



Allison Kirkby, Chief Executive

BT Group

Signed 28 May 2026 following board approvals in April and May 2026

*BT Australasia Pty Limited does not have any owned or controlled entities.