



Introduction

This statement sets out Banijay UK's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1st January 2019 to 31st December 2019.

Banijay UK, part of Banijay, delivers award-winning multi-genre content to all of the UK's major broadcasters, as well as the world's leading SVOD platforms. The division boasts an impressive heritage, bringing together the industry's best creative talent and programme makers under its production labels: The Natural Studios, RDF, RDF West, Fizz, IWC, Wonder, Little Wonder, The Comedy Unit, Yellow Bird UK, Neon Ink, BlackLight and Fearless Minds. Responsible for hundreds of hours of programming each year, the subsidiary's ratings-hits include *Eat Well for Less?*, *Location Location Location*, *The Secret Life of 4, 5 and 6 Year Olds*, *Shop Well for Less*, *Tipping Point*, and *The Crystal Maze*.

Each of Banijay UK's unique companies brings to the market its own identity and specialist knowledge, while benefiting from the synergy and support of a central operational team and the wider Banijay group.

Banijay UK recognises that it has a responsibility to take a robust approach to slavery and human trafficking. While we believe that our commercial activities pose a low risk in this regard the organisation is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of all Banijay UK production companies who produce high quality content for all the major broadcasters.

As noted above, as a company, we believe our commercial endeavours are low risk from the perspective of modern slavery as Banijay UK productions are mainly based in the UK and are staffed and produced in line with UK employment and broadcasting regulations.

Risk assessments are carried out for each production and will include an evaluation of the risk of slavery and human trafficking.

The most likely risk within Banijay UK could arise from foreign filming to do with the engagement of international fixers and the relevant company policies set out ensure any such risk is identified and minimised.



Relevant policies

Banijay UK operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** Banijay UK encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Anti-Corruption policy** Banijay UK is committed to promoting high standards of business integrity. No Banijay UK employee may engage in corruption in any part of the world. Corruption includes bribery and giving or receiving an advantage in return for improper conduct.
- **Employee policy handbook** The Company's handbook makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Recruitment** Banijay UK uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. Any engagements for international fixers or experts (or any other self-employed workers) are sourced through reputable industry resources.
- **Living Wage** Banijay UK is committed to ensuring that all employees including any work experience placements are paid at least the Living Wage.
- **Suppliers** Banijay UK is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect and act ethically and within the law in their use of labour. Should any areas of non-compliance be identified suppliers must permit Banijay UK to review and execute an improvement plan. Banijay UK may also terminate the contract with the supplier should they fail to comply with these obligations.

This policy forms part of the Banijay UK employee handbook. Should anyone engaged by Banijay UK have any concerns whatsoever regarding modern slavery they can speak confidentially to the HR or Legal and Business Affairs Departments who will investigate and take steps to rectify or minimise the risk of any potential issues.

This statement has been approved and will be reviewed annually.

A handwritten signature in black ink that reads 'Peter Langenberg'.

Peter Langenberg
Chief Operating Officer, Banijay Group