



Human Rights Policy statement

Sky respects the rights and wellbeing of everyone we impact through our activities. This includes our employees and contractors, customers, viewers, people who feature in our broadcasts and programmes, workers in our supply chains and visitors to our sites and the communities around them.

1.1 Our approach

Our approach to human rights is based on the International Bill of Human Rights, the International Labour Organisation Conventions, UN Guiding Principles on Business and Human Rights and the Children's Rights and Business Principles. Through our membership of the Responsible Business Alliance we are committed to a common Code of Conduct, supporting and collaborating on key human rights of workers and communities worldwide affected by the global electronics supply chain.

1.2 Due diligence

Our human rights due diligence includes policies, risk assessments, integrating effective action, monitoring, communications and grievance mechanisms. We work to identify and address the actual and potential impacts our business activities may have on human rights. We review the risks to people and identify salient issues, including labour rights, freedom of expression, responsible broadcasting, privacy, discrimination and children's rights. We also focus on health and safety and environmental impacts to people.

1.3 We commit to:

- Identify, understand and address the risks of child labour, forced labour and human trafficking in our own operations and our supply chains and prohibit the payment of recruitment fees by employees and among our suppliers.
- Protect labour rights and the health and safety of all workers in our operations and supply chains, including in the making of our programmes and of our products.
- Protect and uphold freedom of expression through our media operations by amplifying the voices of those who are disempowered and protecting our journalists, including freelance journalists, from physical harm, harassment, state-sponsored surveillance and pressure.
- Ensure that our media and broadcasting respects and upholds human rights by treating controversial topics responsibly, checking our facts, protecting sources if necessary and respecting our broadcast and programme subjects, especially children and people with particular vulnerabilities.
- Ensure that our media coverage does not exacerbate conflict, or advocate national, racial or religious hatred that constitutes incitement to discrimination, hostility or violence.
- Respect privacy as a fundamental right, incorporating privacy by design principles in all activities, to proactively protect not only customer and employee data, but also individuals engaged for the purposes of our news, sports, and entertainment broadcasts.
- Avoid discrimination on the basis of race, colour, religion, creed, sex, age, social status, family origin, physical or mental disability or sexual orientation and proactively promote gender equality, support diversity among our colleagues and in our programmes on and off screen and tackle inequality in wages, hiring and promotional opportunities, both in our own operations and in our supply chains.
- Respect the rights of all children, particularly those who are the subjects of programmes or broadcasts, users of our products and services or visitors to our sites and facilities.
- Ensure effective grievance mechanisms for people we impact to raise concerns and provide effective remedy for those whose human rights have been adversely impacted.

Our commitments are reflected in our **Code of Conduct for Employees** and our **Code of Conduct for Suppliers and Business Partners**, **Sky's Ways of Working** and **Sky News Editorial Guidelines** and On-Screen Standards for advertising.