



Dame Caroline Dinenage MP
Chair, Culture, Media and Sport Committee
House of Commons
London SW1A 0AA

18th September 2023

Dear Caroline

Like you, I was appalled to learn of the deeply troubling allegations relating to the behaviour of Russell Brand that were raised in a joint investigation by Channel 4 Dispatches, The Times and The Sunday Times included in the film which was broadcast on Saturday evening. These include behaviour alleged to have taken place on programmes made for Channel 4 between 2004 and 2007.

I am writing to you in your role as Chair of the Parliamentary Select Committee to explain in more detail the actions that we have already and/or are taking at Channel 4.

Since becoming aware of some of the allegations, just over a week ago, we have carried out extensive document searches and thus far have found no evidence to suggest the alleged incidents were brought to the attention of Channel 4 management at the time. We will continue to look at this issue and will forensically examine any further information, including the accounts of those affected.

We have asked the production company who made the programmes for Channel 4, now owned by Banijay UK, to urgently and comprehensively investigate these allegations and report their findings properly and satisfactorily to us, which they have agreed to do. We are also conducting our own further internal investigations and we have encouraged anyone who is aware of such behaviour to contact us directly.

In the many years since the alleged incidents took place, there has been extensive change in Channel 4's management and commissioning teams. My team and I have a zero-tolerance approach to unacceptable behaviour and we have a robust Code of Conduct in place (a copy of which is attached) that applies to all Channel 4 employees and our suppliers. We require all suppliers to have in place rigorous safeguarding policies and provide whistleblowing support, including Channel 4's 'Speak Up' facility (or an equivalent).

We will be writing to all of our current suppliers to remind them of the importance of their responsibilities under our Code of Conduct. We are committed to ensuring that our industry has safe, inclusive and professional working environments.

I would, of course, be happy to discuss this matter with you further.

Yours sincerely

A handwritten signature in black ink, appearing to read 'A Mahon'.

Alex Mahon
Chief Executive, Channel 4



CHANNEL 4
SUPPLIER CODE
OF CONDUCT

May 2021

OUR PUBLIC SERVICE REMIT

Everything that Channel 4 does is governed by our public service remit, which is agreed by Parliament and enshrined in legislation. It is the template that gives us our unique and important role in British life. The remit makes up a core part of Channel 4's DNA.

Our public service mission is to champion unheard voices, to innovate and take bold creative risks, to inspire change in the way we lead our lives, and to stand up for diversity across the UK.

In fulfilling our remit, Channel 4 aspires to the highest standards of ethics, honesty, and integrity in all its activities, and to comply with all relevant legislation at all times.

We rely on a large number of third party suppliers of programmes, as well as of other goods and services. But we also expect suppliers to be in line with our principles and values.

Our content reaches almost all of the population of the UK. Our reputation is essential to our success, and we depend on our staff, and those who we do business with to help us continue to succeed.

Contractually, we require our suppliers to comply with all applicable legislation.

This Code of Conduct goes further, and sets out summaries of minimum standards of behaviours that all third parties are expected to follow when carrying out their work for Channel 4.

We expect all of those we do business with to have in place and use appropriate systems to implement and enforce compliance with this Code of Conduct.

We reserve the right to investigate against this Code of Conduct. In cases of non-compliance, we reserve the right to take appropriate action.

OUR SUPPLIER CODE OF CONDUCT

Summary of principles

The following is a list of key areas where we expect suppliers to adhere to our standards:

Your Workplace

Dignity at work

Channel 4 expects you to select, promote and remunerate your people on the basis of their qualifications and merit, without discrimination or concern for age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Harassment, bullying, and the abuse of power

Channel 4 does not tolerate harassment, sexual harassment or bullying, discrimination or offensive behaviour of any kind, which includes the persistent demeaning of individuals through words or actions, and the display or distribution of offensive material. Channel 4 expects those we do business with to have relevant guidance and policies in place to prevent and deal with harassment and bullying in the work place, and to act on those policies.

Compensation

Compensation paid to employees, workers, freelancers and those in work experience, and interns must comply with all applicable wage and tax laws, including equal pay. Channel 4 is committed to taking action to reduce its reported gender pay gap (GPG). Where its suppliers report GPG, Channel 4 expects them to put plans in place to address this.

Diversity

You are expected to familiarise yourself with Channel 4's diversity policies – including the 360° Diversity Charter – and to be guided by those principles in all your activities. If you are a Producer you should be aware of and participate in Project DIAMOND.

Children

Due care must be taken over the physical and emotional welfare and the dignity of all people, including those under 18, who take part in or are otherwise involved in your business.

Conflicts of interest

A conflict of interest could damage Channel 4's integrity, independence and standards. Channel 4 requires those we do business with to have policies in place to deal with such conflicts to ensure they are handled appropriately and do not impact on the legitimacy of decision making.

Hospitality, entertainment and gifts

The exchange of hospitality, entertainment and gifts can build goodwill in business relationships, but some gifts and entertainment can create improper influence (or the appearance of improper influence). We do not expect our suppliers to engage in such activity or to offer or receive any items of personal inducement to secure business.

Health and safety

You are expected to adopt a proactive, co-operative attitude towards the health, safety and security of your employees, customers and suppliers, and others working at or visiting your property.

Your dealings with others

Corporate responsibility

You must carry out your operations in a socially and environmentally responsible manner. Your employees and suppliers are required to conduct their operations in compliance with applicable legislation.

Bribery and improper payments

You must not condone, under any conditions, the offering, giving or receiving of bribes or inducements. In addition, you will not permit intermediaries, agents, subsidiaries, joint ventures or any other third party performing services on your behalf to engage in such conduct.

Money laundering

Money laundering is the criminal practice of filtering money which has come from illegal activities through a series of transactions in order to give it the appearance of being from legitimate sources. You must not engage in money laundering practices.

Modern Slavery

You must take a zero tolerance approach to slavery, servitude, forced or compulsory labour, or human trafficking ('human slavery'), within your own organisation or within your supply chain.

How you use information

Data protection

You must have policies and procedures in place for protecting consumer, client and employee data in accordance with national laws and industry codes, including the General Data Protection Regulation (GDPR).

Social Media

We expect you to use social media responsibly, to separate the personal from the professional, and to seek approval from us should any of your content connect your company to Channel 4.

Confidential information and inside knowledge

You are required to keep confidential information and inside knowledge to a limited number of persons and within your organisation.