



Modern Slavery and Human Trafficking Statement

Intro statement

We strongly prohibit modern slavery and we are committed to ensuring that it is not taking place within our supply chain and business partners.

TikTok also has a responsibility to respect human rights. We believe respecting human rights is essential for TikTok to build and sustain trust among our employees, creators, advertisers and others who engage with our company. As part of our commitment, we will strive to respect human rights throughout our business and our supply chain.

Our internal policies and culture support our commitment to prevent modern slavery within our organisation and include the following:

- Elimination of forced and compulsory labour: TikTok prohibits forced or compulsory labour and is committed to ensuring that modern slavery or human trafficking is not taking place anywhere within the organization
- Abolition of child labour: TikTok prohibits child labour
- Occupational health and safety: TikTok has an Environment, Health and Safety Policy and Program that supports creating a safe environment to work in
- Freedom of association and right to collective bargaining: We comply with obligations to allow and support collective bargaining, employee representation or trade union representation where locally applicable



TikTok is the leading destination for short-form mobile video. Our mission is to inspire creativity and bring joy.

Our Supply Chain

TikTok purchases many different types of goods and services from a wide range of suppliers and service providers. These include the purchase of IT hardware and software and telephony; building and facilities services in relation to our offices; various consultancy services including in relation to our branding, marketing, and communications; and professional advice services (including legal and financial).

Our global Business Partner Code of Conduct confirms that TikTok (and our wider corporate group) is committed to conducting business in accordance with the highest ethical standards. The Business Partner Code of Conduct sets standards and responsibilities for each business partner (including suppliers) in the areas of ethics, integrity, human rights, labour, environment, health and safety and fair business practices.

We want to develop and maintain business relationships with business partners who are committed to upholding the principles of integrity and compliance within their own business operations.

We will seek appropriate legal remedies from Business Partners who are in violation of our Code of Conduct.

We require assurances from our suppliers that they have not committed any modern slavery offences, and that they aren't aware of any investigations or prosecutions within their own supply chains.

We also include a contractual requirement for suppliers to comply with the Business Partner Code of Conduct. In addition, our suppliers are required to notify us immediately if they (or anyone within their own supply chain) has infringed any modern slavery laws. Concerns or violations relating to this Code can be raised confidentially via the Speak Up hotline at



Our People

The prevention, detection and reporting of modern slavery in every part of our organisation or supply chain is the responsibility of all those working for us or on our behalf.

Our recruitment processes are reviewed regularly. Our Global Recruitment Procedure sets out the key steps of our recruitment and selection process and the standards of conduct which all staff must follow. We recognise that we will only be able to achieve our mission statement by recruiting a skilful, dedicated and inclusive workforce. We are committed to acquiring our talent in a compliant, equitable, efficient and consistent manner.

We ask all our employees to be respectful, to act with integrity and to ensure our workplace is a safe place to work.

Our Policies

Specifically, in relation to modern slavery and human trafficking, our Business Partner Code of Conduct states that our business partners must:

- Not use child labour
- only use voluntary labour
- be committed to treating employees' with dignity and respect



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- ensure working hours don't exceed legally-mandated maximums
 - ensure that staff are paid at least a minimum wage, and receive benefits, each as required by local laws

We have a number of additional policies in place which support our commitment to the prevention of modern slavery. These policies (including equal opportunities, workplace safety, anti-bribery and corporate social responsibility) are encapsulated within a Code of Conduct for staff. This Code of Conduct must be observed by all regular employees, senior management and directors. We also require our extended workforce (such as independent contractors and third party associates) to comply with the Code of Conduct.

Our company's Code of Conduct lays strong emphasis on creating a Speak Up Culture and is relayed via regular training sessions, workshops, campaigns and quiz competitions among all our employees, such as through PowerUp 2022! - Ethics & Compliance Week.

Our Global Speak Up policy and 'Speak Up' hotline together provide a platform for employees and Business Partners, who suspect or become aware of modern slavery in our business or supply chains, to report it to our Ethics and Compliance teams.

Mandatory training related to the 'Speak Up' hotline (including the availability, use, process and resources) occurs at employee onboarding. Further training and awareness campaigns occur on a continuing basis for all employees to refresh their knowledge on our company's 'Speak Up' hotline.

For example, the "Do It Right" Campaign by the Ethics Office focuses on raising awareness about Compliance topics and promotes a culture of speaking up. The awareness about the 'Speak Up' hotline as well as training on the investigation protocols in place, have created trust among employees to use the channel and report concerns.

We also conduct 'Supplier Communication Sessions' where the 'Speak Up' process is explained to the Suppliers.

Our Community



In addition to the BSR membership:

- We have joined the BSR's human rights and ESG working groups. These groups work to implement the United Nation's Guiding Principles on Business and Human Rights across all industries. We regularly participate in all working group meetings and we consult with the BSR on a number of important topics (including modern slavery and responsible innovation).
- We partner with the National Center for Missing and Exploited Children (NCMEC). Community safety is our top priority, and we place utmost care on the safety of our younger users in particular.
- We have given ad credits to a number of NGOs that prevent and address human trafficking, such as the International Justice Mission.

Further steps

We are committed to reviewing our policies and practices to tackle modern slavery and human trafficking.

Whilst we have already set specific controls to manage risk in our supply chains, we are expecting to further enhance these risk-based controls.

Approval

This statement was approved by TikTok's Board of Directors on 26th December 2022.



Tian Zhao

Director

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