

SLAVERY AND HUMAN TRAFFICKING STATEMENT 2018

INTRODUCTION

BSI Group has a zero-tolerance approach to slavery, servitude, forced or compulsory labour and human trafficking (modern slavery, a crime and a violation of fundamental human rights). BSI published its first statement in 2017.

This slavery and human trafficking statement summarizes the steps taken by BSI Group between 01 January and 31 December 2017 to prevent modern slavery in our business and supply chains, and is made in accordance with section 54 of the Modern Slavery Act 2015.

OUR BUSINESS AND SUPPLY CHAINS

BSI Group is the business standards company that helps organizations make excellence a habit. It is the group of companies of which the ultimate parent company is The British Standards Institution. For details of BSI Group companies, please refer to the BSI website www.bsigroup.com.

The parent of BSI Group, The British Standards Institution, was originally formed in 1901. It was then incorporated under Royal Charter. BSI Group works in the public interest and is recognized as a leader in standards development and global business services. It provides support services through standards, knowledge solutions, assurance and professional services.

BSI Group employs over 4,000 people in over 30 countries and has an annual turnover of over £470 million. In 2017 BSI worked with over 6,000 direct vendors that provide a variety of products and services. Geographically, our suppliers extend around the world with no specific concentration in any one country.

OUR POLICIES AND PROCEDURES

We are committed to ensuring that Social Responsibility (SR) is an intrinsic element of BSI's decisions, activities and culture. We have used [BS ISO 26000: 2010 Guide to Social Responsibility](#) to guide our approach since its publication in 2010. [Our Social Responsibility Commitment](#) provides further detail and is available on our website. [Our Code of Business Ethics](#) confirms BSI's commitment to conducting itself fairly, honestly and lawfully and affirms our zero tolerance approach to modern slavery.

All employees of the BSI Group are responsible for ensuring compliance with this Code of Business Ethics, and BSI Group and Divisional Compliance officers are responsible for monitoring compliance and investigating possible breaches.

In 2017 we undertook a full review of our procurement policies and procedures through an SR lens across our operations. Subsequently we have created a Group SR Procurement Policy and updated our Social Responsibility Code of Conduct which also affirms our zero-tolerance approach to modern slavery.

Due to the nature of our organization, the vast majority of our employees need to be highly skilled. Our Recruitment and Selection Policy enables us to attract, recruit and select the most suitable candidates for the roles in our business. We operate a Grievance Policy and associated procedures, as well as a confidential free telephone line operated by a specialist third party provider, as part of our Whistleblowing Policy. The whistleblowing telephone service is available to employees and others to report anonymously any practices they consider to be in breach of BSI's Code of Business Ethics or our SR Code of Conduct. Details are available on the [BSI website](#). All bona fide reports or complaints of non-compliance or of unlawful behaviour by BSI Group Employees (whether anonymously or attributably) are appropriately investigated by Group Compliance officers.

DUE DILIGENCE, ASSESSMENT OF MODERN SLAVERY RISK AND TRAINING

Due to the nature of the services offered we believe the risk of modern slavery within our own business is low. However, we are not complacent. During 2017 we have taken the following actions to prevent modern slavery in our own business:

- continued to actively communicate our Code of Business Ethics to employees, through our onboarding process and internal communications;
- required our employees to confirm their understanding of our Code of Business Ethics on an annual basis;
- included modern slavery considerations in the internal audits we have undertaken; and
- rolled out a test of understanding of the Group SR Procurement Policy and the updated SR Code of Conduct for employees.

We believe that the greater risk is within our supply chains. During 2017 we have taken the following actions to prevent modern slavery in our supply chains:

- conducted a high level risk assessment of our global supply chain;
- started to implement our SR Procurement Policy and include our updated SR Code of Conduct in our due diligence processes and seek assurances from suppliers; and
- communicated our updated SR Code of Conduct, and affirmed our approach to modern slavery with our suppliers.

BSI also continues to assist clients through its Supply Chain Management consultancy with the management, selection and maintenance of their own supply chains, including the prevention, identification, and remedial action of modern slavery.

KPIs and NEXT STEPS

In our previous statement we committed to report on the following:

Action	Performance
Employee training	Over 85 per cent of employees globally confirmed their understanding of the Code of Business Ethics
Communication with suppliers	We have communicated with over 80 per cent of suppliers globally
Investigations and remedial action	To date, we have received no reports of modern slavery within our own business or supply chain.

In 2018, we will:

- assess which employees need more in-depth training to support our zero-tolerance approach to modern slavery;
- start to work with business partners we have identified as potentially higher risk to understand and assess their approach to Social Responsibility and implement improvements, where required; and

- include our Group SR Procurement Policy and updated SR Code of Conduct in our on-boarding processes.

In order to assess the effectiveness of the measures we have taken, we will continue to report on:

- percentage of employees trained;
- percentage of suppliers with whom we have communicated globally; and
- the number of investigations undertaken into reports of modern slavery and remedial action taken.

This statement has been approved by the Board of BSI Group.



Howard Kerr

Chief Executive