

BSI Code of Business Ethics

**BSI Code of Business Ethics
(January 2021)**

1. This Code of Business Ethics does not form part of any employee's contract of employment and it may be amended at any time.
2. As one of its core values, the BSI Group believes that integrity in its dealings with others is a prerequisite for sustainable business growth and successful, long-standing relationships.
3. The BSI Group is committed to conducting itself fairly, honestly and lawfully in all its dealings with its members, employees, customers, suppliers, business partners and the communities in which it operates.
4. The BSI Group will not tolerate corrupt behaviour by or on behalf of its members, employees, customers, suppliers or business partners.
5. Through the strict application of its internal rules, policies and procedures:
 - BSI Group prohibits practices which seek to increase sales other than through legitimate sales and marketing efforts;
 - BSI Group seeks to maintain the confidentiality of its employees', customers', suppliers' and business partners' commercial and personal information;
 - BSI Group employees, agents and other representatives are prohibited from giving or receiving money or gifts which could be construed as bribes;
 - BSI Group shall not knowingly assist any third party to evade the payment of tax that is lawfully due and payable
 - BSI Group seeks to conduct its business activities in an environmentally safe and sustainable manner;
 - BSI Group places high priority on the health and safety of its employees and others affected by its business activities;
 - BSI Group places a high priority on environmental, social and ethical issues, as well as value for money when procuring goods and services. BSI Group expects suppliers to comply with all relevant legislation as a minimum, and at least be working towards best practice industry norms.
 - BSI Group prohibits modern slavery within its own business and expects its contractors, suppliers and other business partners (no matter where located) to do the same. BSI Group reserves the right to require its contractors, suppliers and other business partners to provide assurance that neither they, nor their own suppliers, engage in any form of modern slavery.

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6. The BSI Group competes in its various markets vigorously but honestly and fairly in accordance with this Code of Business Ethics and competition laws applicable in the relevant jurisdictions. In particular:
- BSI Group will not favour any one customer or supplier over another, other than on strictly commercial grounds;
 - BSI Group will not engage in restrictive trade practices or other forms of anti-competitive behaviour;
 - BSI Group employees will not divulge without permission confidential or proprietary information relating to BSI or its customers;
 - BSI Group employees will not seek to damage the reputation or standing of third parties, particularly our competitors.
7. All BSI Group companies and employees are required to comply strictly with this Code of Business Ethics and with all laws applying in the jurisdictions in which they operate. BSI will take an extremely serious view of any breaches of this Code of Business Ethics and any proven breaches will lead to appropriate disciplinary action.
8. Whilst all employees of the BSI Group are responsible for ensuring compliance with this Code of Business Ethics, BSI Group and Divisional Compliance officers are responsible for monitoring compliance and investigating possible breaches. All bona fide reports or complaints of non-compliance or of unlawful behaviour by BSI Group Employees (whether anonymously or attributably) will be appropriately investigated by Group Compliance officers.

Confidential free telephone lines operated by a specialist third party provider have been established by BSI to handle "Whistleblowing" reports that BSI employees or others may wish to make. The telephone numbers of these lines and access to web reporting can be found on the SpeakUp page on the intranet and on the Group's website: www.bsigroup.com.

9. As a BSI Group policy statement, this Code of Business Ethics is intended to be incorporated into the contracts of all BSI consultants, agents, suppliers and business partners where relevant and appropriate. In addition, all relevant senior managers of the Group are required to confirm annually in writing their understanding and acceptance of this Code of Business Ethics.

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For and on behalf of the Board of Directors of The British Standards Institution, the ultimate parent company of the BSI Group of Companies.



John Hirst
Chairman
BSI Group

January 2021

Revision History

Revision No.	Date	Author	Approved By	Changes
01	March 2010	Sir David John	The Board	New Issue
02	April 2012			New Template
03	May 2013	Sir David Brown	The Board	Re-approval
04	May 2014	Sir David Brown	The Board	Re-approval
05	May 2015	Sir David Brown	The BSI Board	Re-approval
06	January 2016	Sir David Brown	The BSI Board	Updated supply chain provisions
07	May 2016	Sir David Brown	The BSI Board	Text revision
08	May 2017	Sir David Brown	The BSI Board	Re-approval
09	21 June 2018	Group Legal	The BSI Board	Updated for tax evasion
10	January 2019	Internal Audit and Risk	The BSI Board	Signed by John Hirst
11	June 2020	Internal Audit and Risk	The BSI Board	Minor referencing update
12	January 2021	Internal Audit and Risk	The BSI Board	Re-approval