



BSI Modern Slavery and Human Trafficking Statement 2024

Introduction

Modern slavery is a crime and violation of fundamental human rights. The British Standards Institution ('**BSI**') has a zero-tolerance approach to modern slavery which includes servitude, forced or compulsory labour and human trafficking. We are committed to ensuring that no practices of modern slavery take place at BSI, whether within our supply chain or in any part of our business. Whilst we consider that the likelihood of modern slavery in our own organization is low, we are not complacent in this area and regard it as an area for continuous improvement and monitoring. This statement details the efforts we have taken in this regard.

This statement applies in respect of BSI and its subsidiaries and includes The British Standards Institution (the parent company of BSI Group), BSI Assurance UK Limited and BSI Standards Limited which are the three UK companies required to prepare a modern slavery statement for each financial year pursuant to section 54 of the Modern Slavery Act 2015 ('the **Act**').

To recognize and manage the risk of modern slavery in our operations, supply chains and wider operating environment, we refer to the guidance in BS 25700:2022 Organizational Responses to Modern Slavery. This guidance is free to download, and it is helpful and beneficial to other organizations. Find out more at [BS 25700:2022 | 30 Sep 2022 | BSI Knowledge \(bsigroup.com\)](#)

Our statement summarizes the steps taken between 1 January and 31 December 2023 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 structure

BSI was formed in 1901 and incorporated under Royal Charter in 1929. It is the oldest standards-making body in the world. BSI is independent of government, industry, and trade associations. By virtue of its constitution, it is a non-profit distributing company. BSI provides services worldwide to both the private and public sectors.

BSI is a global business to business ('**B2B**') company having a presence on every continent, with offices in +30 countries across the world. Our clients range from globally recognized brands to small, local businesses. For FY 2023 BSI had revenue of £727.7m and the monthly average of full-time equivalent individuals employed was 6,316.



Who we are and what we do

BSI is seen as a trusted agent of change for organizations and corporations, helping establish trust between stakeholders in an ecosystem driven world. Our neutrality, deep expertise, and ability to bring the right people together ensures that we can help embed frameworks, best practices and standards that create trust between consumers, companies, and governments fostering impact for a fair society and a sustainable world.

Our business

We will continue to pursue profit for purpose, balancing commercial interests with the goals of our Royal Charter, managing the dynamics between profit, and societal and environmental impact, to promote trust in a digital and sustainable world.

Our policies and procedures

Our policies, including BSI's Code of Business Ethics and Group Sustainability Code, reflect BSI's commitment to conducting itself fairly, honestly, and lawfully and affirm our zero-tolerance approach to modern slavery. All our people are asked on an annual basis to formally declare that they have read and understood the Code of Business Ethics, which sets out expected behaviours.

When procuring goods and services, BSI places a high priority on environmental, health, safety and wellbeing, information security, diversity and inclusion, ethical and social issues. Compliance with the Code of Business Ethics and Group Sustainability Code is a pre-requisite for doing business with BSI. We seek to work with supply chain partners who share our values. The Group Procurement team is responsible for monitoring the compliance activities of our supply chain partners, and the Group Internal Audit & Risk and Group Compliance & Ethics teams are responsible for reviewing and, where appropriate, investigating possible breaches of the Code of Business Ethics, and Group Sustainability Code.

Our working practices

We are committed to supporting the UN Sustainable Development Goals ('**SDG**'), which call for the universal end to poverty, protection of the planet and improvement in the lives and prospects of everyone by 2030. Our positive impact comes from collaborating with clients, supply chain partners, and stakeholders to make sustainable choices.



Our Recruitment and Selection Policy enables us to attract, recruit and select the most suitable candidates using efficient, fair, and transparent methods. Upholding equal opportunities is paramount in our approach. All recruitment decisions focus on qualifications and abilities directly related to the role, strictly adhering to local legislation and regulations. Thorough pre-employment checks are prerequisites for all new employees.

We are committed to ensuring the health, safety and wellbeing of our people. Our focus is on fostering an environment that nurtures both physical and mental health, empowering each colleague to perform optimally. Recognizing that a supported workforce yields higher performance, longer retention, and superior business outcomes, we endeavour to provide comprehensive support for health, wellbeing, and career development.

Raising concerns

We operate a Grievance Policy and associated procedures and provide a confidential free whistleblowing service to encourage internal and external stakeholders to “Speak Up”. Our Speak Up helpline is available to any partner, employee or third party (including suppliers and contractors) who come across bad business conduct or unethical behaviour, including suspected instances of modern slavery. Stakeholders are made aware of the helpline through a number of channels including our website and posters in BSI premises. All reports are considered by our Compliance & Ethics Team. This service is available in over 170 languages and enables anonymous reporting. Stakeholders are encouraged to make reports in good faith, when they see fit to do so, by clicking the link: [Speak Up helpline](#), further details are available on the BSI website. BSI has zero tolerance for retaliation against anyone who speaks up in good faith.

Supplier engagement and due diligence

As a professional service organization, we buy from a variety of suppliers who offer a wide range of goods and services, including technological hardware and software, consulting, facility renovation, catering, and cleaning. Our Group Sustainability, Group Internal Audit & Risk, and Group Compliance & Ethics teams work with the Group Procurement team to promote more socially and environmentally responsible procurement to minimize the risk of modern slavery within our supply chain.

The selection of new suppliers is one we take very seriously. Globally, we purchase from 5,900 suppliers annually with a total annual spend of over £150m. We employ a variety of approaches to assess, monitor and ultimately reduce risk. This includes conducting due diligence on our suppliers prior to engagement and periodically thereafter, to ensure we have the right contractual



provisions and procedures in place and that our suppliers are aware of the standards we expect of them. Where a violation of any internationally recognized human rights is identified, we work with relevant parties to seek to ensure victims have access to remedy, compensation and justice. We also investigate the root cause and take appropriate steps with the supplier to prevent recurrence. Ultimately, if we consider a supplier's response is unsatisfactory, we will take additional appropriate steps which may include termination of contract.

Risk assessment

As part of our initiative to identify and mitigate the risk of modern slavery and human trafficking in our supply chain, BSI periodically assesses the risk of our suppliers and takes control measures proportionate to the risk level. The following risk factors have been identified in our supply chain:

- country of operations;
- industry type;
- supplier relationship;
- workforce structure; and
- supplier supply chain.

The following industries ('**Higher Risk**' industries), in which some of our suppliers operate, are at an increased risk of modern slavery:

- Electronics and Technology;
- Cafeteria Services / Catering Agencies;
- Construction / Refurbishment Management;
- Courier / Delivery Services;
- Engineering;
- Facilities Management;
- Furniture;
- Meetings & Events; and
- Marketing Promotional Items.

In line with the commitments made by BSI, existing and new suppliers that provide BSI with goods or services are required to be assessed and confirm compliance with BSI's modern slavery and human rights policies and procedures, including the Group Sustainability Code.



Client Services

During 2024, we will further integrate human rights considerations into our client risk and acceptance procedures. Our approach includes collaborating with risk management teams to raise awareness of the risks associated with modern slavery and its potential impact on our client engagements. In addition, we will create and distribute guidance for our client facing teams, offering advice on identifying modern slavery risks across a variety of sectors and appropriate actions to take.

Modern slavery training and awareness

We believe the risk of slavery within our own business is low due to the nature of services BSI offers. We are not complacent, however. During FY 2023 we took the following actions to prevent slavery in our own business and the supply chain:

1. Included modern slavery awareness training as part of the Health, Safety, Environment and Sustainability e-learning course issued to our people and contingent workers.
2. Actively continued to promote our Code of Business Ethics to our people, through our onboarding process and internal communications and initiatives carried out by our Group Compliance & Ethics team.
3. Continued our global "Speak Up" internal awareness campaign to promote reporting of concerns.
4. Using "BSI Connect Screen," a data-driven tool developed by our Consulting Services division, we assess the risk of modern slavery within our supply chain, providing ratings from low to high across various factors. This tool leverages industry-recognized data sets to evaluate forced labour, child labour, human trafficking, and forced marriage risks in the countries in which we operate. "BSI Connect Screen" enables us to pinpoint countries and suppliers for further evaluation and offers an online platform for conducting due diligence assessments of suppliers. We remain committed to exploring strategies to minimize the risk of modern slavery in our supply chain.
5. Communicated to suppliers during our Due Diligence Assessment ('**DDA**') process BSI's Group Sustainability Code which affirms our approach to modern slavery.



6. Expanded the above communication to request selected existing suppliers to attest to the Group Sustainability Code via our own “BSI Connect Screen” tool.
7. Continued to conduct enhanced sustainability due diligence on new, high-risk suppliers and carried out the annual due diligence for existing high-risk suppliers.
8. Through its consultancy services, BSI works with clients to identify potential modern slavery risks within their supply chains.
9. Reviewed policies, procedures and systems related to our supply chain, identified key risks, and implemented actions to address opportunities for enhancement.
10. Began the development of the Supplier Code of Conduct.

Reviewing the past year

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

Action	Performance 2023
Training completion rate	Awareness training: over 97% of our people have completed mandatory training on modern slavery and confirmed their compliance of the Code of Business Ethics.
Incidents raised, investigations and remedial action	There were two reports of potential modern slavery within our own business and supply chain. We completed investigations into alleged forced labour practices in 2023 and concluded that neither report breached modern slavery legislation.
Supplier Compliance Rate	Approximately 70% of suppliers in our supply chain have confirmed acceptance with our anti-slavery policies and standards.



Looking to the future

Group Procurement has developed a road map to further enhance the existing controls which, on a global scale, address the risk of modern slavery within our organization and our supply chain, by reviewing procedures, policies, systems, and risks.

Our key aims for the remainder of 2024 and into 2025 are:

1. Deliver in depth workshops or training with targeted groups of our people on the risks of modern slavery applicable to their roles, including to those in procurement, finance, service delivery and supplier management teams.
2. Officially launch and communicate BSI's Supplier Code of Conduct within our supply chain.
3. Update the Group Procurement Policy and Procedures to include the requirements associated with Sustainable Procurement.
4. Identify supplier risk levels through due diligence assessment, implement a holistic risk control system (including requesting corrective action plans from high risk suppliers).
5. Continue to conduct sustainability due diligence at an appropriate level on new suppliers and annually for existing suppliers based on the identified risk levels (enhanced due diligence assessment on high-risk suppliers).
6. Rollout appropriate procurement and management systems in adherence with BS25700 Organizational Responses to Modern Slavery guideline.

To assess the effectiveness of the measures taken, we will continue to report on:

1. Training completion rate: calculate the percentage of our people who have completed modern slavery awareness training and declared compliance with the Code of Business Ethics.
2. Supplier compliance rate: calculate the percentage of suppliers in our supply chain that have confirmed compliance with our anti-slavery policies and standards.
3. Incidents raised, investigations and remediation: keep a record of the number of modern slavery incidents reported within the organization, supply chain and services and the time



taken to investigate and remediate any reported cases. Analyze and monitor the effectiveness of any remediation activities implemented in response to reported cases.

Closing Commitment Statement

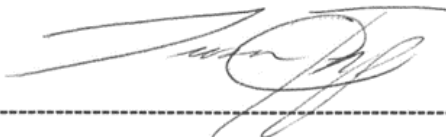
At BSI, we firmly denounce modern slavery and are dedicated to its eradication. We pledge to continue to take concrete action to ensure our operations and supply chain are free from any form of forced labour or human trafficking.

We pledge to continue to:

1. **Conduct regular audits:** conduct thorough audits of high-risk suppliers within our supply chain to identify and address any risks of modern slavery.
2. **Implement strict policies:** establish and enforce robust policies against modern slavery, making it clear in our organization.
3. **Educate our people and partners:** provide training and awareness programs to our people and guidance to suppliers to recognize and report any signs of modern slavery.
4. **Collaborate with stakeholders:** work with government agencies, and industry partners to share best practices and enhance our collective efforts.

Our resolve to combat modern slavery remains resolute. Together, we can contribute to a world free from exploitation and oppression.

This statement has been approved by the BSI Group Board.



Susan Taylor Martin, Chief Executive, BSI Group

Date: 3 October 2024