

SLAVERY AND HUMAN TRAFFICKING STATEMENT 2022

INTRODUCTION

Slavery is a violation of fundamental human rights and a crime. The British Standards Institution ("BSI") has a zero-tolerance approach to 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 directly or within our supply chain. BSI published its first statement in 2017.

This Slavery and Human Trafficking Statement applies to BSI and its subsidiaries and therefore includes The British Standards Institution (the parent company of the BSI Group), BSI Assurance UK Limited and BSI Standards Limited which are the three UK companies required to report on compliance with the Modern Slavery Act (2015). Details of all BSI companies can be found on the BSI website www.bsigroup.com.

This Statement summarizes the steps taken between 1 January and 31 December 2021 to prevent modern slavery in our business and supply chains, and is made in accordance with section 54 of the Modern Slavery Act 2015 on behalf of the British Standards Institution, BSI Assurance UK Limited and BSI Standards Limited.

OUR BUSINESS AND SUPPLY CHAINS

BSI is the business standards company that enables organizations to turn standards of best practice into habits of excellence, 'inspiring trust for a more resilient world'. It was founded in 1901 and, reflecting its public interest aims, was incorporated by Royal Charter in 1929. For over a century BSI has driven best practice in organizations around the world. Working with 81,935 clients across 197 countries, it is a truly global business with skills and experience across all sectors including transport & mobility, built environment, food and retail and healthcare. Through its expertise in Standards and Knowledge Solutions, Assurance Services, Regulatory Services and Consulting Services, BSI helps clients to improve their performance, grow sustainably, manage risk and ultimately become more resilient.

BSI employs over 5,000 people in 32 countries and has an annual turnover of £585 million. In 2021, BSI worked with over 5380 direct vendors that provide a variety of products and services. This figure excludes individuals who work for BSI as contractors rather than employees (External Resource). 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 sustainability is an intrinsic element of BSI's decision-making, activity and culture. BSI is proud to be a participant in the UN Global Compact and we have aligned our approach with the UN Sustainable Development Goals (UN SDGs) to achieve a better, more sustainable future for BSI, our clients and society.

Our Code of Business Ethics and our Sustainability Code both confirm BSI's commitment to conducting itself fairly, honestly and lawfully and affirm our zero tolerance approach to modern slavery. A requirement of our Group Procurement Policy is that our suppliers must adhere to our Sustainability Code. The BSI Procurement team is responsible for monitoring compliance and the Internal Audit and Risk team is responsible for investigating possible breaches of these policies.

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. We operate a Grievance Policy and associated procedures, and provide a confidential free whistleblowing service to encourage internal and external stakeholders to "Speak Up". This service is available in over 170 languages and enables anonymous reporting of failure or suspected failure to comply with the BSI Code of Business Ethics or our Sustainability Code. Stakeholders are encouraged to make reports, when they see fit to do so, using the telephone service or web portal, the details of which are on the BSI website. All bona fide reports of non-compliance or unlawful behaviour (anonymous or otherwise) are investigated. BSI has zero tolerance for retaliation against anyone who speaks up in good faith.

DUE DILIGENCE, ASSESSMENT OF MODERN SLAVERY RISK AND TRAINING

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 2021 we took the following actions to prevent slavery in our own business:

- provided mandatory training on our Code of Business Ethics to all employees and External Resource
- actively continued to promote our Code of Business Ethics to employees, through our onboarding process and internal communications
- included modern slavery considerations in the internal audits we have undertaken
- continued our global "Speak Up" internal awareness campaign to promote anonymous reporting of any issues

BSI's primary risk of slavery issues lies within our supply chains. During 2021 we took the following actions to prevent slavery in our supply chains:

- Included modern slavery awareness training as part of the Introduction to Sustainability e-learning course issued to all employees and External Resource
- requested more of our existing high-risk suppliers to attest to the Sustainability Code via our own Supplier Compliance Management (SCM) tool
- continued to conduct enhanced sustainability due diligence on new high-risk suppliers via our own Supplier Compliance Management (SCM) tool
- continued to identify and follow up any apparent misalignment

Through its consultancy services BSI also continues to assist clients to address Modern Slavery risk within their supply chains.

KPIs and NEXT STEPS

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

Action	Performance
Employee training	Over 97 per cent of employees globally have confirmed their understanding of the Code of Business Ethics
Investigations and remedial action	No reports of modern slavery within our own business or supply chain

In 2022, we will:

- continue to conduct enhanced due diligence on new high-risk suppliers
- expand our tracking of how many of our high-risk suppliers have policies and processes in place to prevent modern slavery, using our SCM tool
- deliver in depth training to BSI employees to further understand the risks of modern slavery

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

- percentage of employees trained; and
- number of investigations undertaken into reports of modern slavery and remedial action taken.

This statement has been approved by the BSI Group Board.



Susan Taylor Martin
Chief Executive