

SLAVERY AND HUMAN TRAFFICKING STATEMENT 2019

INTRODUCTION

The British Standards Institution (“BSI”) and its subsidiaries have 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). We are committed to ensuring that no practices of modern slavery take place within the BSI and its subsidiaries, whether directly or within our supply chain, and ensuring that we continue to review our practices for consistency with best practice. BSI published its first statement in 2017.

This slavery and human trafficking statement covers BSI and its subsidiaries, and therefore includes The British Standards Institution (the parent company of the BSI Group), BSI Assurance UK Ltd and BSI Standards Ltd which are the three UK companies required to comply with the Modern Slavery Act (2015). For details of all BSI Group companies, please refer to the BSI website www.bsigroup.com.

Our Statement summarizes the steps taken between 01 January and 31 December 2018 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 was founded in 1901 and, reflecting its public interest aims, was incorporated by Royal Charter in 1929. It is the business improvement company that enables organizations to turn standards of best practice into habits of excellence. It provides a specialized combination of complementary product and services, managed through four business streams knowledge, assurance, regulatory and professional services. BSI Group employs over 4,500 people in over 30 countries and has an annual turnover of over £510 million. In 2018 BSI worked with over 10,000 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 the BSI Group’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](#) and more specifically our [SR Code of Conduct](#) both confirm BSI Group’s commitment to conducting itself fairly, honestly and lawfully and affirm our zero tolerance approach to modern slavery. Our Group SR Procurement Policy helps to ensure the consistent application of our SR Code of Conduct throughout our supply chain.

All employees of the BSI Group are responsible for ensuring compliance with our Code of Business Ethics, SR Code of Conduct, and SR Procurement Policy. BSI Internal Audit and Risk department are responsible for monitoring compliance and investigating possible breaches.

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 the Internal Audit and Risk department. BSI Group has a zero tolerance for retaliation against anyone who speaks up in good faith.

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 2018 we have taken the following actions to prevent modern slavery in our own business:

- continued to actively communicate our Code of Business Ethics and SR Code of Conduct to employees, through our on-boarding process and internal communications
- included modern slavery considerations in the internal audits we have undertaken
- undertook a specific Group wide internal audit to further understand how we are performing against our SR Code of Conduct towards the end of 2018

We believe that the greater risk is within our supply chains. During 2018 we have taken the following actions to prevent modern slavery in our supply chains:

- continued the roll-out of a test of understanding of our SR Procurement Policy and SR Code of Conduct that was issued at the very end of December 2017 to all employees
- included our Group SR Procurement Policy and SR Code of Conduct in our employee on-boarding processes
- assessed which employees need more in-depth training to support our zero-tolerance approach to modern slavery and started to deliver training to employees in our shared service centres;
- started to work with business partners we have identified as potentially higher risk that supply to our EMEA region to understand and assess their approach to Social Responsibility and implement improvements, where required; and
- communicated our SR Code of Conduct and affirmed our approach to modern slavery with our suppliers through an annual social responsibility communication

BSI Group 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	<p>Over 90 per cent of employees and contractors globally have confirmed their understanding of the Code of Business Ethics (statistics based on training issued in 2017)</p> <p>Over 90 per cent of employees and contractors globally have confirmed their understanding of the SR Procurement Policy and SR Code of Conduct (statistics based on training issued for completion December 2017 – January 2018). This is now our</p>

Action	Performance
	primary tool for training colleagues about our approach to Modern Slavery.
Communication with suppliers	We have communicated with over 80 per cent of suppliers globally through an annual social responsibility communication with suppliers
Investigations and remedial action	To date, we have received no reports of modern slavery within our own business or supply chain

In 2019, we will:

- start to work with business partners of our APAC and Americas operations we have identified as potentially higher risk to understand and assess their approach to Social Responsibility and implement improvements, where required.
- include our Group SR Procurement Policy and updated SR Code of Conduct in our supplier contracts.

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