

## SLAVERY AND HUMAN TRAFFICKING STATEMENT 2020

### 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](http://www.bsigroup.com).

This Statement summarizes the steps taken between 1 January and 31 December 2019 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

At BSI, our purpose is to inspire trust for a more resilient world. Our solutions and services improve performance and support the United Nations Sustainable Development Goals. Our mission is to share knowledge, innovation and best practice to help people and organizations make excellence a habit. Our purpose and mission are underpinned by our role as the national standards body and our Royal Charter.

BSI employs over 4,800 people in over 30 countries and has an annual turnover of over £540 million. In 2019, BSI worked with over 8,500 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 sustainability is an intrinsic element of BSI’s decision-making, activity and culture. BSI is proud to be a signatory of 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 Sustainability Commitment](#) provides further detail and is available on our [website](#).

[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. We have established a Group Procurement Team to further integrate sustainability into our procurement practices. We do this through the application of our Group Procurement Policy which requires our suppliers to adhere to our Sustainability Code. The BSI Internal Audit and Risk team is responsible for monitoring compliance and 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 2019 we took the following actions to prevent slavery in our own business:

- provided mandatory training on our Code of Business Ethics to all employees
- actively continued to promote our Code of Business Ethics and Sustainability Code to employees, through our on-boarding process and internal communications
- included modern slavery considerations in the internal audits we have undertaken
- implemented the recommendations from a specific Group-wide internal audit (2018) to ensure we maintain compliance with our own Sustainability Code
- delivered a 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 2019 we took the following actions to prevent slavery in our supply chains:

- continued to test colleagues’ understanding of our Group Procurement Policy and Sustainability Code as part of the onboarding process
- delivered training to our procurement team and educated the heads of our Shared Service Centres;
- added our Sustainability Code to new supplier packs
- sent a dedicated communication to suppliers regarding our Sustainability Code affirming our approach to modern slavery
- expanded the above communication to request written confirmation of compliance to the Code from our main suppliers for catering, cleaning, security and lease services in our Regions; and
- continued to identify and implement any required improvements with suppliers

Through its consultancy services, BSI also continues to assist clients with supply chain management, selection and maintenance, including prevention, identification and remedial action.

## **KPIs and NEXT STEPS**

In our 2019 statement BSI committed to report on the following:

<b>Action</b>	<b>Performance</b>
Employee training	Over 90 per cent of employees globally have confirmed their understanding of the Code of Business Ethics (statistics based on training issued in 2019)
Communication with suppliers	Annual communication sent to over 75 per cent of suppliers globally
Investigations and remedial action	No reports of modern slavery within our own business or supply chain.

In 2020, we will:

- roll-out a modern slavery training module to employees regularly engaged in procurement activities
- use our own Supply Compliance Management tool to conduct enhanced sustainability due diligence and ask suppliers to confirm they comply with BSI's Sustainability Code annually via the tool
- continue to work with those suppliers deemed high risk with the aim of reducing the risk of modern slavery in our supply chain

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

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

This statement has been approved by the BSI Group Board.



Howard Kerr

**Chief Executive**