



# **BSI Modern Slavery and Human Trafficking Statement 2023**

## **Introduction**

Modern slavery is a violation of fundamental human rights and a crime. 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 directly or within our supply chain. Whilst it is considered that the likelihood of modern slavery in our own organisation 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 has been prepared for BSI and its subsidiaries and 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 prepare a modern slavery statement for each financial year pursuant to section 54 of the Modern Slavery Act 2015 ("the Act").

In order to recognise and manage the risk of modern slavery in our operations, supply chains and wider operating environment we are using the guidelines of BS 25700:2022 Organizational Responses to Modern Slavery to make sure we adhere to them. This guidance is free to download, and it is helpful and beneficial to other organizations. <https://www.bsigroup.com/en-GB/standards/bs-25700/>

## **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 home of the Kitemark.

BSI is a global business to business (B2B) company having a presence on every continent, with 78 offices in 31 countries across the world. Our clients range from globally recognized brands to small, local businesses. For FY 2022 BSI had revenue of £672.8m and the monthly average of full-time equivalent individuals employed was 5,484.

## **Who we are and what we do**

BSI are seen as a trusted agent of change for organizations and corporations, helping establish trust between stakeholders in an ecosystem driven world. Our neutrality, our deep expertise, and our ability to bring the right people together ensures that we can embed frameworks, best practices and standards that create trust between consumers, companies, and governments fostering innovation and progress, making the world a better place.



## **Our business**

We will continue to pursue profit for purpose, balancing commercial interests with the goals of our 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 Code of Business Ethics and our Group Sustainability Code both confirm BSI's commitment to conducting itself fairly, honestly, and lawfully and affirm our zero-tolerance approach to modern slavery. When procuring goods and services, BSI places a high priority on environmental, health & safety, information security, diversity & 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 BSI Group Procurement team is responsible for monitoring the compliance activities of our supply chain partners, and the Group Internal Audit and Group Compliance teams are responsible for reviewing and where necessary Investigating possible breaches of the Code of Business Ethics and Group Sustainability Code.

## **Our working practices**

We are dedicated to the UN Sustainable Development Goals, particularly in combating modern slavery. Our positive impact comes from collaborating with clients, supply chain partners, and stakeholders to make sustainable choices. We make our most significant contribution through Goal 17, Partnerships for the Goals recognising that all the goals are interconnected.

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

We are committed to ensuring the health and wellbeing of our colleagues. 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, wealth, 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". 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 Group 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 independently investigated. BSI has zero tolerance for retaliation against anyone who speaks up in good faith.



## **Our approach to modern slavery risks in our supply chain**

As a professional services organisation, we obtain our products 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 and Group Compliance teams work with the Group Procurement team to promote more socially and environmentally responsible procurement to combat modern slavery inside our supply chain.

The selection of new suppliers is one we take very seriously. Globally we engage with 5,900 suppliers annually with a total annual spend of over £150m. We employ several approaches to assess, monitor and ultimately reduce risk. This includes conducting due diligence on our suppliers at the commencement of an engagement and periodically thereafter, to make sure that we have the right contractual provisions and procedures in place and ensure that our suppliers are aware of the standards we expect of them. If our suppliers don't share the same values and ethical working practices, there may be material consequences, such as the end of our business partnership.

## **High risk area within our supply chain**

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

### **Technology hardware**

- AV equipment
- IT consumables
- IT equipment
- IT peripherals
- IT server infrastructure
- IT storage infrastructure
- Laptops

### **Onsite cleaning services, food catering, hospitality, and courier /delivery services**

- Cafeteria services / Catering agencies
- Construction / refurbishment management
- Courier services
- Engineering
- Facilities management
- Furniture
- Meetings & events
- Meeting facilities

In line with the commitments made by BSI, existing and new suppliers who provide us with goods or services and work in a sector with a higher risk are obligated to demonstrate that they have in place a compliant modern slavery statement, if relevant. Additionally, it is requested of these suppliers that they attest to their adherence to the Group Sustainability Code.



## 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 FY2022 we took the following actions to prevent slavery in our own business:

1. included modern slavery awareness training as part of the Health, Safety, Environment and Sustainability e-learning course issued to all employees and contingent workers annually;
2. actively continued to promote our Code of Business Ethics to employees, through our onboarding process and internal communications and initiatives;
3. continued our global "Speak Up" internal awareness campaign to promote reporting of any concerns;
4. using the "BSI Connect Screen" a data-driven tool created by our Consulting Services division that provides a risk rating (from low to high) across many aspects of modern slavery for the nation in our supply chain. Using information from industry-recognized data sets, it looks at forced labour, child labour, human trafficking, and forced marriage. Based on the given risk levels, this tool has helped us identify countries and suppliers for assessment and provide a platform to conduct an online due diligence assessment to suppliers. We continue to look for ways to reduce the possibility of modern slavery taking place 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 all existing suppliers for catering, cleaning, security and lease services, 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 annually for existing high-risk suppliers;
8. through its consultancy services BSI also continues to assist clients to address modern slavery risk within their supply chains.

## Reviewing the past year

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

Action	Performance
Employee training	Over 98 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



## **Looking to the future**

Group Procurement has developed a road map to further enhance the existing controls in place which address the risk of modern slavery within our organisation and our supply chain, on a global scale, by reviewing procedures, policies, systems and risks. Implementation of the Identified activities will commence in 2024.

Our key aims for next year are:

1. identify key risks in the review of policies, procedures and systems related to supply chain and implement plan to address opportunities for enhancement;
2. conduct enhanced due diligence assessment on new high-risk suppliers;
3. deliver in depth workshops with targeted groups of BSI employees on the risks of modern slavery applicable to their roles;
4. develop a Supplier Code of Conduct that outline human rights, social sustainability, health & safety, working hours and working conditions;
5. develop a Sustainable Procurement Policy.

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

1. **Training Completion Rate:** calculate the percentage of employees who have completed modern slavery awareness training;
2. **Supplier Compliance Rate:** calculate the percentage of suppliers in our supply chain that have demonstrated compliance with our anti-slavery policies and standards;
3. **Incidents Raised Rate:** keep a record of the number of modern slavery incidents reported within the organisation and supply chain;
4. **Investigations and Remediation:** calculate the amount of time needed to investigate and remediate any reported cases of modern slavery. Analyse 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 take concrete actions to ensure our operations and supply chain remain free from any form of forced labour or human trafficking.

We pledge to:

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

We understand the importance of this issue, and 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.

A handwritten signature in black ink, appearing to read 'Susan Taylor Martin', is written over a horizontal dashed line.

**Susan Taylor Martin**

**Chief Executive**

**Date:**