

Anti-Slavery and Human Trafficking Statement 2026

Declaration

This statement is made under Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 December 2025. It sets out the steps that The Welding Institute and its subsidiaries (the Group) have taken to prevent modern slavery and human trafficking in our operations and supply chains. It covers the following UK subsidiaries: The Welding Institute, TWI Limited, TWI Certification Limited, Granta Park Estates Limited, TWI Estates Limited, GPE 1 Limited, GPE 2 Limited and Granta Entrance Limited.

Modern slavery includes slavery, servitude, human trafficking and forced labour. The Group maintains zero tolerance for any form of modern slavery. We are committed to ethical conduct, integrity and transparency, and expect the same standards from all suppliers.

Business Structure and Model

The Welding Institute is a unique membership-based organisation serving both Industrial Members (organisations) and Professional Members (individuals) through its group companies, of which The Welding Institute is the parent. The Welding Institute:

- Is world renowned as an independent research and innovation establishment specialising in materials joining and structural integrity technologies;
- Has operations worldwide providing services including consultancy, technical advice, research and investigation for Industrial Members and public funding bodies;
- Is a professional institution, recognising professional and academic competence through globally respected registration and membership grades;
- Offers training and examination services in non-destructive testing, welding and inspection;
- Is a certification body; and
- Supports a postgraduate education programme.

The Group offers independent advice and is internationally renowned for employing multidisciplinary teams to implement established and/or advanced joining technology or to solve problems arising at any stage, from initial design, materials selection, production and quality assurance through to service performance and repair.

The Group has its headquarters at Granta Park, Cambridge which has responsibility for setting Group strategy, policy and governance, including those relating to human rights., and has regional UK offices and research facilities in Middlesbrough, Rotherham and Port Talbot. There are also offices and/or training facilities in Southeast Asia, Central Asia, India and the Middle East. It has extensive property investments in the UK (operational and investment assets) and in Southeast Asia (operational).

Supply Chain

The Executive Board holds accountability for managing modern slavery risk. Procurement teams manage day-to-day supplier activity. The Group uses global supply chains for materials, services, equipment and training delivery. All suppliers are required to comply with applicable law and to accept contractual provisions prohibiting modern slavery and human trafficking. The Group's Global Supplier Code of Conduct, introduced in 2024, reinforces these expectations. If non-compliance is identified, appropriate action will be taken, including termination of the supplier relationship.

Policies and Procedures

The Group maintains policies that support compliance with human rights requirements. These include:

- Modern Slavery Policy
- Business Risk Management Policy
- Code of Conduct
- Corporate Governance Framework
- Fair Treatment Policy
- Global Supplier Code of Conduct
- On-boarding procedure for background checks
- Supplier selection and approval procedure
- Ethics and Integrity Policy
- Whistleblowing Policy

These policies are subject to periodic review to ensure they remain aligned with legislation and Group risk appetite. Additional policies will be introduced during 2026 to strengthen our governance framework.

Risk Assessment and management

The Group considers its exposure to modern slavery risk to be low. This assessment is based on the highly skilled nature of our workforce, the type of services we provide, and limited supply chain activity in higher-

risk jurisdictions. We recognise that certain categories of goods, including laboratory equipment, clothing and personal protective equipment, present higher inherent risk. These items are sourced only from established suppliers that meet recognised standards.

Modern slavery risk forms part of the wider Group risk management framework. Risks are identified by staff across all functions and escalated to the Executive Board and Finance and General Purposes Committee for oversight. The Group judges the risk of human trafficking in our operations and supply chain to be low due to:

- Limited activity in high-risk countries
- A strong policy framework
- Low reliance on temporary or low-skilled agency labour

Staff Awareness and Training

All staff can access the Modern Slavery Policy and related documents on the internal noticeboard. Concerns may be raised directly or through the independent whistleblowing hotline. A structured training programme on the Modern Slavery Act will be introduced during 2026 for procurement teams and other staff involved in supplier interactions or contracting activity.

2026 Strategy

In 2026, the Group will focus on strengthening modern slavery governance through:

- A review of procurement policies, procedures and contract terms
- Targeted training and awareness activity across the Group
- Continued development of due diligence processes for suppliers and third parties
- Enhanced monitoring to assess the effectiveness of the steps taken

These actions will support compliance and raise Groupwide awareness of the Act.

This statement was approved at the Executive Board meeting on 18 December 2025 and signed by the Chief Executive Officer on behalf of The Welding Institute and the UK subsidiaries listed above.



**Caroline Gumble (Dr) BSc(Open), CMS, MCIPD, FRSA, MIEx, HonMCCM AWeldI
CEO**