

Anti-Slavery and Human Trafficking Statement **Financial Year 2020-21**

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps that the TWI Group (TWI) has taken, and continues to take, to ensure that neither modern slavery nor human trafficking takes place within our business or supply chain.

Modern slavery is an abuse of human rights; it encompasses slavery, servitude, human trafficking and forced labour. The TWI Group undertakes a stance of zero tolerance towards any form of modern slavery. As a group, we are committed to acting ethically, with integrity and transparency, in all business dealings and demand the same high standards of our suppliers.

TWI Group

The TWI Group are a world expert in engineering, materials and joining technologies, committed to helping companies all over the world achieve their most critical objectives, through the provision of advice and know how in design, fabrication, failure analysis and integrity management. The nature of TWI's activities requires the sourcing and purchasing of a wide range of materials and services.

The TWI Group consists of 38 registered companies operating from 5 UK and 12 overseas facilities, serving over 1800 industrial member companies across 70 countries. The Welding Institute is the parent entity of the Group, with TWI Limited undertaking the majority of the operational activities.

Risk Assessment

TWI's success is dependent on the provision of technically demanding services by highly skilled, qualified people. We therefore believe the risk of modern slavery in our business and supply chain is low. However, TWI recognizes the risk that modern slavery could affect our supply chain, particularly for laboratory equipment, clothing and personal protective equipment. This risk is increased for low cost, uncertified items. For this reason, such items are only purchased from reputable organisations, giving guaranteed conformance with relevant international standards.

Supply Chain

All suppliers are required to comply with TWI's conditions of purchase, which include the clear declaration that "None of the deliverables under the contract were manufactured or assembled by a work force made up, in whole or in part, of slave, child or any other form of forced or involuntary labour". All suppliers are required to ensure that their company conforms to our terms of business. We reserve the right to audit any of our suppliers for conformance. If we were to find evidence of a failure to comply we will take immediate action, which will include terminating our relationship with the relevant supplier if appropriate.

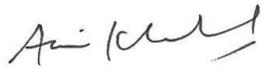
Policies and Procedures

TWI employs a number of policies and procedures relevant to the prevention of modern slavery, including:

- Modern Slavery policy,
- Ethics policy (including anti-bribery and corruption),
- Corporate (organisational) Governance policy,
- Recruitment policy,
- Whistleblowing policy; and
- Corporate Social Responsibility policy in accordance with BS ISO 26000:2010

Staff Awareness and Training

TWI's in house newsletter is used to ensure all staff are aware of modern slavery and all relevant corporate policies. Staff are encouraged to report any concerns either in person or via the independent whistleblowing hotline.



Aamir Khalid - CEO

1st January 2021.