

Anti-Slavery and Human Trafficking Statement 2023

Declaration

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the 'Act') for the financial year ending 31 December 2023 and sets out the steps that The Welding Institute together with its subsidiaries (the 'Group') has taken, and continues to take, to ensure that no human rights violations, including instances of modern slavery or human trafficking takes place within our business or supply chain. This statement specifically covers the following UK subsidiaries which are required to report under the Act: The Welding Institute, TWI Limited, Plant Integrity Limited, Fullagar Technologies Limited, The Test House (Cambridge) Limited, TWI Certification Limited, Granta Park Estates Limited, TWI Estates Limited, GPE 1 Limited, GPE 2 Limited and Granta Entrance Limited.

Modern slavery is an abuse of human rights; it encompasses slavery, servitude, human trafficking and forced labour. The 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.

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 Europe, South East Asia, Central Asia, India and the Middle East. It has extensive property investments in the UK (operational and investment assets) and in South East Asia (operational).

Supply Chain

The Group Executive Board has ultimate accountability for managing modern slavery risk. In 2023 an Ethics Committee was established which is responsible for reviewing and updating our ethics policies and receive compliance reports from internal stakeholders including the Risk and Compliance team. The procurement teams across the business have delegated responsibility for transactional management.

We rely on global supply chains to supply materials and services for our activities and we work with suppliers from all around the world. The Groups suppliers must comply with all applicable laws and regulations including the Act. The Group maintains, via its contracts with suppliers, a zero tolerance stance with respect to any form of modern slavery or human trafficking and ensures that there is express provisions prohibiting such. All suppliers are required to ensure that their company conforms to our terms of business. 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

Our policies cover our commitment to ensure human rights standards are met across our business activities. Relevant legislation and the views of internal and external stakeholders are taken into account in the development of any Group policy and this approach will be formalised within a Group policy procedure to be introduced in 2024. Any proposed new Group policy or revisions to an existing Policy will be subject to review by aligned stakeholder teams e.g. People and Culture, Legal, Risk and Compliance (as applicable).

The Group 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);
- Code of Conduct;
- Corporate (organisational) Governance Framework;
- Recruitment and employee background check procedures;
- Whistleblowing policy;
- Procedure for Selection and Approval of Suppliers; and
- Fair Treatment Policy.

In 2024, we will continue strengthening our Group policies, procedures and associated due diligence of third parties and suppliers, and plan to include further policies to enhance the corporate framework.

Risk Assessment and management

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 recognises 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.

Our approach to identifying and assessing modern slavery risk is embedded within our broader risk management approach. In 2022 a Risk and Compliance team was formally created covering Group activities. Risks are identified by individuals across all businesses and functions and at many layers of the organisation. Corporate risks are identified on a risk register and are assessed by the Executive Board and the Finance and General Purposes Committee.

The Group has considered the risk of human trafficking occurring within our people, company operations and our supply chain to be low due to the following factors:

- Limited direct and supply chain operations in countries with a high prevalence of modern slavery;
- The application of our Group policies and processes.; and
- The highly skilled nature of activities and roles reduces our exposure to temporary or low skilled agency employment.

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.

In 2024, our procurement team who directly deals with our supply chains will be trained in respect of the Modern Slavery Act 2015.

2024 Strategy

We recognise that our policies, systems and processes need to evolve further to deliver against our commitment to the Modern Slavery Act and, during the coming year 2024, we will have a particular focus on:

- Reviewing our existing procurement policies and terms of engagement to ensure they remain fit for purpose;
- Implementation of a Global Supplier Code of Conduct which will identify the behaviours, practices and standards we expect from our suppliers; and
- To promote an understanding and compliance with the Modern Slavery Act with our people throughout the Group.

This statement was approved at the Executive Board meeting on 18 January 2024. It has been signed by the CEO, on behalf of The Welding Institute and the above UK subsidiaries.



Aamir Khalid - CEO