

Anti-Slavery and Human Trafficking Statement 2026

Declaration and Scope

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and describes the steps The Welding Institute Group (TWI) has taken during 2025 and the commitments we will implement in 2026 to prevent modern slavery and human trafficking across all Group operations and supply chains worldwide. Modern slavery includes slavery, servitude, forced labour and human trafficking.

Our Business Model and Exposure

TWI is a membership-based, research and professional services group delivering consultancy, training, certification and technical services globally. Our workforce is predominantly highly skilled and salaried; however, we recognise that certain purchased goods and services (e.g., laboratory equipment, PPE, facilities services, logistics and low-tier suppliers) carry higher inherent risk. We judge our overall exposure as low but non-zero and apply proportionate due diligence accordingly.

Governance and Accountability

- Executive Board accountability for modern slavery risk sits with the Chief Risk Officer and the Executive Board.
- Procurement and business units manage day-to-day supplier relationships and compliance.
- We align our approach with the UN Guiding Principles on Business and Human Rights and The Organisation for Economic Co-operation and Development (OECD) due diligence expectations.

Policies and Standards

Key Group policies and controls include:

- Anti-Slavery and Human Trafficking Statement 2026.
- Enterprise Risk Management (ERM) Policy.
- Code of Conduct.
- Global Supplier Code of Conduct Policy.
- Corporate Governance Framework.
- Selection and Approval of Suppliers.
- Purchasing of Goods and Sub-Contracted Services.
- Contracts Policy for TWI Limited Products and Services.

- TWI Terms and Conditions of Purchase.
- Due diligence, on-boarding processes, and background checks
- TWI Group Ethics and Integrity Policy.
- Whistleblowing Policy for all employees (and UK Procedure).

Policies are reviewed periodically and updated to reflect evolving legal and sector guidance.

Risk Assessment and Current Position

TWI judges its overall exposure to modern slavery as low given our skilled workforce and the nature of our services, while recognising higher inherent risk in specific purchased goods and lower-tier services. We apply a proportionate, risk-based approach consistent with OECD and ILO guidance on human-rights due diligence and forced-labour indicators.

We operate a risk-based due diligence programme that includes:

- Supplier risk segmentation by geography, sector and spend.
- Contractual clauses requiring compliance with anti-slavery standards and audit rights.
- Targeted supplier questionnaires and third-party checks for higher-risk categories.
- Escalation to Executive Board and Committee(s) for material findings. These steps follow OECD and International Labour Organisation (ILO) guidance on business due diligence and forced labour indicators.
- Training, Awareness and Reporting: Policies and guidance are available to all staff via the intranet. A whistleblowing hotline and reporting channels are in place for confidential reporting.

2025 – Actions Taken (summary)

- Governance: Executive Board accountability confirmed; Chief Risk Officer (CRO) designated as senior owner for modern slavery risk.
- Reporting and escalation: Integrated modern slavery risk into the Group risk register and escalated material findings to the Executive Board and Finance & General Purposes Committee.
- Awareness: Policies published internally and whistleblowing channels maintained; preliminary training materials prepared for procurement and facilities teams.

These steps align with the UK statutory guidance and international due-diligence frameworks

2026 – Commitments, Priorities and Action Plan

1. Procurement policies: Complete review and rewrite of procurement policies and procedures to embed modern-slavery screening, contractual audit and remediation rights (end 2026).
2. Risk-based supplier due diligence: Apply proportionate, risk-based assessment of suppliers; prioritise high- and medium-risk suppliers for enhanced checks and audits.
3. Training (risk-based): Deliver role-specific, risk-based training for procurement, facilities, People and Culture (PAC) and regional managers.

4. Contracts: Update supplier contracts to include anti-slavery clauses and remediation/audit rights as standard for new and renewed agreements.
5. Governance & reporting: Embed modern-slavery considerations into the Group strategy and include a summary of progress and KPIs in the 2026 Annual Report.
6. Monitoring & remediation: Implement a simple Key Performance Indicator (KPI) dashboard (assessments completed; training coverage; incidents reported/remediated) and adopt a victim-centred remediation protocol; escalate material issues to the Executive Board.

Roles and Responsibilities

- Executive Board: ultimate accountability.
- CRO: day-to-day ownership of policy, reporting and escalation.
- Procurement & Business Units: supplier management and operational due diligence.
- People & Culture: recruitment controls, onboarding checks and contract governance.

This statement was approved by the Executive Board on 23 April 2026 and signed by the Chief Executive Officer on behalf of The Welding Institute and its subsidiaries.



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