

Performance Review Institute Modern Slavery Statement

Introduction

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and any similar state or government regulations. It constitutes the Performance Review Institute's (PRI) slavery and human trafficking statement for the financial year ended 31 December 2020. Of PRI's wholly-owned subsidiaries, this statement covers the activities of PRI Europe Ltd and PRI (Beijing) Certification Co. Ltd which procure goods and services from and form part of PRI's supply chain. PRI is also a Member of Thorn Hill, LLC, whose sole purpose is to provide employees and employee benefits for its members in the United States.

This is PRI's second annual Modern Slavery Statement and sets out the steps PRI is taking to prevent slavery and human trafficking within its supply chain or any part of its business.

Overview of PRI

PRI is the world leader in facilitating collaborative supply chain oversight programs, quality management systems approvals and professional development services to various industries including aerospace, medical device manufacturing and power generation.

PRI is a not-for-profit trade association serving customers in the North and South Americas through its headquarters in Pennsylvania, USA, with local offices in the UK, China and Japan serving customers in the EMEA and Asian regions.

PRI's Supply Chain

The U.K. Modern Slavery Act (2015) is intended to address supply-chain issues and, although PRI does not generally rely on supply chains for the services it provides, PRI will work to ensure that it does not engage with companies that violate the spirit of such law.

PRI is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships.

Policies

All PRI Employees

PRI's philosophy is to uphold the highest legal, ethical and moral standards. The PRI Code of Business Conduct provides the foundational standards of conduct for all aspects of our business and is applicable to all our employees and operations globally. All employees must agree to adhere to the Code of Business Conduct that requires them to demonstrate careful observance of all applicable laws and regulations and to act with scrupulous regard for the highest standards of conduct and personal integrity.

With regard to our external partners, the Code of Business Conduct states that PRI expects its vendors and consultants to conduct their business on behalf of PRI in compliance with all applicable laws and regulations in accordance with the highest ethical standards.

Employees in the United States

In addition to the Code of Business Conduct, PRI employees in the United States must also abide by the following relevant policies:

- Thorn Hill, LLC Ethical Conduct/Conflict of Interest/Practices/Whistleblower Protection Policy

Upon hire, all employees must read the Thorn Hill LLC Employee Handbook that contains this policy and sign an online acknowledgement of their commitment to abide by its contents.

Employees in the United Kingdom

In addition to the Code of Business Conduct, PRI employees in the United Kingdom must also abide by the following relevant policies:

- PRI Europe Ltd, Anti-Corruption and Bribery Policy
- PRI Europe Ltd, Equal Employment Opportunity Policy
- PRI Europe Ltd, Grievance Procedure
- PRI Europe Ltd, Whistleblowing Policy

Upon hire, all employees must read the PRI Europe Ltd Employee Handbook that contains these policies and sign an acknowledgement of their commitment to abide by its contents.

Employees in China

In addition to the Code of Business Conduct, PRI employees in China must also abide by a Complaints Procedure contained in the PRI (Beijing) Certification Co. Ltd Employee Handbook.

Due Diligence and Risk Assessments

PRI's Global Purchasing Manager is in the process of conducting a risk assessment of our global supply chain to determine its level of exposure to the risk of being involved in modern slavery and where that exposure is greatest. Upon completion of this risk assessment, PRI will be able to identify any high-risk suppliers and take any necessary actions in collaboration with those suppliers to mitigate risk.

Once complete the risk assessment will be reviewed and updated on an annual basis with findings presented in future Modern Slavery Statements.

PRI includes appropriate language in its Terms and Conditions and Contracted Services Agreements to ensure all its vendors comply with applicable anti-slavery and human trafficking statutes and regulations.

Training

All employees receive annual training on PRI's Code of Business Conduct that reinforces their obligation to follow applicable laws and report concerns of illegal or unethical activity. All employees must sign an annual statement acknowledging agreement with the Code of Business Conduct.

Looking Ahead

In the next financial year, PRI will:

- Conduct training to build awareness of modern slavery and ethical sourcing issues among employees, particularly those responsible for overseeing its modern slavery due diligence as well as buyers of products and services.
- Make appropriate updates to its customer and services agreements to ensure all its stakeholders comply with all applicable anti-slavery and human trafficking statutes and regulations
- Complete the ongoing risk assessment of its global supply chain to identify any high-risk suppliers
- Extend the requirement for training and signature of the PRI Code of Conduct to all PRI Independent Contractors

To assess the effectiveness of the measures taken, PRI will report on the following key performance indicators in future Modern Slavery Statements:

- Employee training completion
- Number of high-risk suppliers identified, and actions taken to mitigate risk

Approval

PRI's Modern Slavery Statement has been formally approved by PRI's Board of Directors and signed on their behalf by:

A handwritten signature in black ink, appearing to read "D. L. Schutt", with a horizontal line extending from the end.

David L. Schutt

Position: Director, Performance Review Institute, and Director, PRI Europe Ltd

Date: 24 June, 2021