

# Slavery and Human Trafficking Statement



2019

love every drop  
anglianwater 



This statement highlights the steps that Anglian Water Services Limited ('Anglian Water' or the 'Company') has taken to ensure that slavery and human trafficking is not taking place in any part of our business or within our supply chain.

### Did you know?

Anglian Water is the largest water and wastewater company in England and Wales by geographical area.

As at 31 March 2019, we employ 5,000 people, provide around 1.1 billion litres of drinking water to 4.6 million people every day and receive about 900 million litres of used water from 6 million people and businesses in the East of England and Hartlepool.

Anglian Water takes a zero tolerance approach to any form of slavery or human trafficking, either within our business or our supply chain.

## Our procurement process

We have detailed procurement processes, which require all suppliers to demonstrate that they provide safe working conditions, treat workers with dignity and respect, act ethically and comply with all applicable legal requirements.

An estimated 95% of goods and services supplied through our supply chain are supplied from countries which are not in high risk areas. Our largest suppliers are those engaged via formal agreements to deliver our capital programme. We work closely with these suppliers in a series of alliances in an open, transparent and collaborative environment.

This includes hosting and attending awareness and collaboration events on modern slavery.

All alliance partners have been selected on the basis of a close fit with our Love Every Drop goals and work collaboratively with all tiers of our integrated supply chain to promote the Company's vision.

## Risk assessment

We have embedded a modern slavery risk assessment into our supplier selection process when appointing new suppliers.

All suppliers are required to confirm that they and their supply chain are compliant with the Modern Slavery Act 2015.

Our agreements require suppliers to comply with applicable laws and entitle us to conduct audits to assess the extent of legal compliance.

We have assessed our existing supply chain for compliance with the Modern Slavery Act and we have conducted due diligence audits on selected existing suppliers.

## Principles and standards

We have adopted the principles and standards established by the Chartered Institute of Purchasing and Supply (CIPS) which are based on the United Nations Declaration of Human Rights and the International Labour Organisation Conventions.

Our suppliers are required to meet CIPS standards.



## Employee training

All employees who undertake procurement activity have received training on the Modern Slavery Act and the processes for risk assessment and auditing.

Our Supply Chain team have partnered with the Supply Chain Sustainability School and received additional awareness training from the school's consultants.

The school's Modern Slavery e-learning is being embedded into every Anglian Water procurement professional's annual training plan.

All Anglian Water employees have received a Modern Slavery Act awareness communication.

### Making the Right Choices

All staff must comply with Anglian Water's policies, including our policy on modern slavery, at all times.

A booklet, "Making the Right Choices", was issued to all employees of Anglian Water (and is part of the induction pack for new employees), setting out the behaviour expected of them and providing guidance on making the right choices when faced with decisions that might not be central to their role.



Topics covered include anti-bribery, fraud, modern slavery,

protecting personal information and competition law.

### Whistleblowing

Our whistleblowing policy and general employee communications encourage employees to identify and report any suspicions about malpractice and illegal or underhand practices in the workplace.

### The Supply Chain Sustainability School

The Supply Chain Sustainability School is a resource that offers training in different areas of sustainability, including modern slavery.

Anglian Water has joined as a contributing member, working with the School to build a world-class collaboration to enable a sustainable built environment.

In 2018 we held a joint event on modern slavery at Anglian Water, with members of the Sustainability School providing education and training for several different audiences, including:

- a company-wide educational "Town Hall" talk
- specific training for the Anglian Water Supply Chain Team
- a benchmarking and collaborative sharing workshop with all alliance partners, including **Skanska** (Construction), **Balfour Beatty** (Construction), **Ground Control** (Grounds Maintenance), **Emcor** (Facilities Management), **Barhale** (Construction), **Kier**

(Construction) , **Stantec** (Construction), **Mott McDonald** **Bently** (Construction), **Public Sewer Services** (Construction), **The Clancy Group** (Construction), **M Group Services** (Construction), **Morrisons** (Construction), **Clarets** (Construction) and **Danaher and Walsh** (Construction)

- Training included background on the modern slavery statement, on modern slavery in supply chains, and how to mitigate and manage supply chain risk
- Following the event we rolled out online e-learning modules to our Commercial Assurance and Supply Chain Team, meeting our aims of:
- increasing awareness of the issues relating to modern slavery in organisations
- increasing awareness of the issues relating to modern slavery in supply chains
- understanding what actions Anglian Water and Anglian Water employees can take to ensure effective due diligence
- linking modern slavery initiatives to our wider legislative and ethical approach to labour standards.

### Modern Slavery Working Group

In 2019/20, members of the Group Legal and Supply Chain teams came together to form a Modern Slavery Working Group, which will keep legislation, development of this statement and new initiatives under review.



## Recruitment

Anglian Water employs solely within the UK. We carry out checks on all employees directly employed and issue a written contract of employment.

Information is provided to all new employees on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.

We also use recruitment agencies to recruit both temporary and permanent employees. We thoroughly check recruitment agencies to ensure they comply with all legal requirements before adding them to our list of approved agencies.

## Non-Compliance

Any occurrence of non-compliance, either within our business or our supply chain, will be assessed on a case-by-case basis and appropriate action taken.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Anglian Water's anti-slavery and human trafficking statement for the financial year ending 31 March 2019.

It has been approved by the organisation's board of directors.



**PETER SIMPSON**

Chief Executive Officer

