



**HUMAN RIGHTS POLICY
SEPTEMBER 2025**

1. INTRODUCTION

1.1 This policy sets out our position with respect to human rights and modern slavery and sits alongside our suite of people policies, Health and Safety Policy and Code of Conduct. Please refer to our Modern Slavery Statement, to learn about the actions we’ve taken to uphold this policy in the most recent year.

2. SCOPE

2.1 Our Human Rights Policy applies to all Anglian Water Group employees. In addition, we expect our alliance partners and suppliers to respect and adhere to this policy.

3. POLICY OWNER

3.1 Head of Employee Relations.

4. PRINCIPLES

- 4.1 We will:
- seek to avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts, if they do occur, in a timely and appropriate manner;
 - seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products and services through our business relationships;
 - provide for, or cooperate in their remediation through legitimate processes, if we identify that we have caused or contributed to adverse human rights impacts; and
 - continue to look for ways to support the promotion of human rights within our operations and our sphere of influence.

5. POLICY

- 5.1 Our statements below draw upon the International Bill of Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work:
- i. Child Labour: Anglian Water Group will not use child labour and will comply with all relevant laws in this regard. We do, however, support legitimate workplace apprenticeships, internships, work experience placements and other similar programmes that comply with the applicable laws and regulations. Where young people are in the workplace appropriate safeguarding measures are in place.
 - ii. Modern Slavery: Anglian Water Group will not use forced, bonded or involuntary labour, and workers are not required to lodge ‘deposits’ or identity papers with the Company and can leave after giving reasonable notice, with all wages owed to be paid. We have a zero-tolerance approach towards human trafficking.
 - iii. Health, Safety and Hygiene: All Anglian Water Group employees will work in an environment that is both safe and healthy, in line with our UK Health and Safety Policy.
 - iv. Discipline: Anglian Water Group prohibits physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation. Disciplinary and grievance procedures are clearly documented and communicated to all employees together with details of a Whistleblowing Hotline

where anonymous reports can be made. All disciplinary measures of a serious nature are recorded and actioned.

- v. Freedom of Association and Employee Representation: Anglian Water Group recognises that all its employees have the right to form and join organisations of their own choosing. The Company takes active measures to seek employees' views about the Company, respects employees' rights to belong to trade unions and complies fully with our legal obligations to inform and consult employees. We currently have a recognition agreement with Unite, Unison and GMB, which provides the framework for collective bargaining and consultation.
- vi. Working Hours: Anglian Water Group will ensure that working hours are reasonable and comply with the law and industry standards.
- vii. Equality of Treatment: Anglian Water Group is fully committed to eliminating discrimination in recruitment, training and working conditions, on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability or social origin and to promoting equality of opportunity and treatment.
- viii. Employment Terms: Anglian Water Group will provide written and clear contracts, which detail the terms and conditions of its staff employment. We will ensure that work performed by employees is on the basis of recognised employment law and practice.
- ix. Remuneration: Anglian Water Group will, at a minimum, provide wages and benefits that meet national standards. All permanent employees of the organisation are paid at a rate that is at least equivalent to the Living Wage. We will provide employees with clear written information on their pay and conditions. Anglian Water Group is committed to equal pay and benefits for men and women for work of equal value.

6. GRIEVANCE & REMEDIATION

- 6.1 Where a human rights violation is identified, we will work with all parties involved to seek access to remedy, compensation and/or justice for the victim. We will investigate the root cause so that we can take appropriate steps to prevent such a violation reoccurring.
- 6.2 We have a Whistleblowing helpline, which is managed by an independent provider. It is available to all employees, Partners and third parties (including suppliers) who come across unethical behaviour that cannot be resolved locally or for which the normal consultation process isn't suitable. Concerns can be raised in a number of ways:
 - by calling **0800 988 3868**;
 - by emailing report@seehearspeakup.co.uk ; OR
 - by using the following link: <https://fileaconcern.org/anglianwater> .

Anyone raising a genuine concern that is in the public interest will be protected from victimisation.

7. OTHER RELEVANT POLICIES AND PROCEDURES

- 7.1 The Company has a number of other internal policies and procedures which may be relevant to Human Rights issues, details of which can all be found on [Lighthouse](#).
 - Grievance Policy & Procedure
 - Whistleblowing Policy & Procedure
 - Dignity at Work Policy & Procedure
 - Acceptable use of IT Policy

HUMAN RIGHTS POLICY	GROUP General	Revision No. September 2025
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- Employee Monitoring Policy
- Disciplinary Policy
- Domestic Abuse Policy
- Performance Management Policy & Procedure
- Safeguarding Policy & Procedure

LAST REVIEWED

September 2025