

## **Anglian Water Services Limited**

### **Slavery and Human Trafficking statement**

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.

Anglian Water is the largest water and wastewater company in England and Wales by geographical area. As at 31 March 2018, AWS employed 4,600 people and provided around 1.1 billion litres of drinking water to 4.6 million people every day and received approximately 900 million litres of used water from 6 million people and businesses in the East of England and Hartlepool.

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

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 non-high risk countries. 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 within an open, transparent and collaborative environment. This includes attending awareness and collaboration events on Modern Slavery. All alliance partners were 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.

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. 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.

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.

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.

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

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.

Any occurrence of non-compliance, either within our business or 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 2018. It has been approved by the organisation's board of directors.

Chief Executive's signature: 

Chief Executive's name: Peter Simpson

Date: 28 November 2018