



Modern Slavery and Human Trafficking Statement

31 March 2019

Southern Water Services Ltd strongly opposes slavery and human trafficking and is fully committed to acting ethically and with integrity in all activities and business relationships and we expect our supply chain, contractors, employees and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and detect modern slavery.

Our Business

Southern Water Services Ltd is a private utility company responsible for the public wastewater collection and treatment and the public water supply and distribution in the south eastern part of the United Kingdom for more than 4.6 million people. The area in which we supply water and treat wastewater covers a total of some 10,530km² and extends from East Kent in the east, through parts of Sussex, to Hampshire and the Isle of Wight in the west.

The registered Company details are:

Southern Water Services Ltd. Registered in England No. 2366670. Registered Office: Southern House, Yeoman Road, Worthing, West Sussex, BN13 3NX.

Countries of operation and supply

Southern Water Services Ltd's water and wastewater supply area is solely within the UK.

Our Service Partners

We employ a wide variety of goods and service suppliers, ranging in size from large multi-national organisations, to local specialists.

We value the role our partners play in helping us to deliver a quality service to our customers. We have processes in place to ensure that all suppliers of significant spend or risk, have a full qualification assessment. This is either as part of the requirement of the Utilities Contract Regulations 2016 or separately. This assessment includes Corporate & Social responsibility and mandatory exclusion for any offence under section 2 or section 4 of the Modern Slavery Act 2015.

In order to provide independent assurance on our supply chain labour practices, Southern Water have engaged an industry recognised Labour Practice Auditor, which is targeting high risk suppliers. We expect



the initial pilot to be complete by summer 2019 and will then be used to form the basis of future assessments.

Employment

Southern Water Services Ltd checks that all its employees and agency workers have the right to work in the UK, through a specialist third party verification agency, and our reward policy ensures that they are all paid at or above the minimum London living wage, which is in excess of the UK National minimum wage.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we have provided awareness training to all of our employees.

We also provide regular training to our procurement team on effective procurement processes, which includes the assessment of potential new suppliers and qualification.

Policies

We operate the following policies that assist our approach to the identification of modern slavery risks and identify steps to be taken to prevent slavery and human trafficking in our operations:-

Speak Up Policy (Whistleblower) – We encourage all our employees to Speak Up if they witness conduct which appears to breach laws, regulations or Southern Water's Code of Business Conduct policies, they should also Speak Up if they see conduct which feels inappropriate or unethical.

Employee Code of Conduct – The code of conduct makes it clear to employees the actions and behaviours expected of them. Southern Water Services Ltd strives to maintain the highest standards of employee conduct and ethical behaviour in pursuance of our duties and in managing our supply chain.

Sustainable and Ethical Trading Policy – Our policy on sustainable and ethical trading expands on commitments in our existing Corporate Responsibility Policy. As part of our formal pre-qualification questionnaire, we assess our suppliers against these standards. We then take appropriate contractual and non-contractual remedies for non-compliance for existing suppliers.

We also publish a Sustainable and Ethical Supply Chain Charter to which we encourage our suppliers to become signatories.

This Policy Statement will be reviewed and published annually.

A full copy of this policy, and a copy of the Modern Slavery Act 2015 is accessible to all employees electronically and can be obtained from the HR department upon request.



Ian McAulay
Chief Executive Officer