

## Modern Slavery Statement

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This statement is made on behalf of Water Plus Group Limited and its subsidiaries, Water Plus Limited and Water Plus Select Limited pursuant to section 54(1) of the Modern Slavery Act 2015 (the Act) and constitutes the Group's slavery and human trafficking statement for the period until 31<sup>st</sup> March 2021.

Water Plus recognises that modern slavery and human trafficking are significant issues presenting a challenge for businesses. We are committed to improving our practices to combat slavery and human trafficking.

We take a zero-tolerance approach to modern slavery, being committed to acting ethically and with integrity in our business dealings.

### 1. Our policies on slavery and human trafficking

To reflect our commitment to acting ethically and with integrity in all our business relationships, minimising the risk of modern slavery, we have established the following policies:-

- Anti- Slavery Policy
- Anti-Bribery & Corruption policy
- Equality & Diversity Policy
- Whistleblowing Policy

We are also dedicated to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place.

### 2. Employment practices

We rigorously check all of our employees have the right to work in the United Kingdom and are paid at or above the National Living Wage.

We work with our supply chain to ensure similar checks are carried out in relation to temporary and agency workers.

In addition to the employment rights and benefits which are provided to employees, our Contracts of Employment and Company Policies make clear to all employees what actions and behaviours are expected of our people.

We provide online learning for our People, Agency Workers and third parties to promote an ethical workplace and minimise the risk of slavery and human trafficking. Training is also provided to all our people on our Whistleblowing Policy.

### 3. Our Supply Chain

Our supply chain includes:-

- Providers of business critical internal services such as equipment, IT and software programmes.

- Providers of customer-facing services such as meter readers, water efficiency experts and other value added service providers.
- Providers of customer engagement services such as field sales agents, brokers and third party intermediaries.

#### **4. Due diligence process for slavery and human trafficking**

Before we engage with any new supplier, we conduct a review of their business, including their supply chain, as far as is reasonably practicable. Each new supplier is required to confirm that they comply with all applicable laws and regulations, including the Act. They are also required to confirm compliance with our Anti-Slavery Policy.

In our standard terms and conditions for the supply of goods and services, our suppliers are required to comply with our Anti-Slavery Policy in the provision of goods and services to us. We also carry out supplier audits, periodically, which would include areas related to slavery and human-trafficking.

#### **5. Training for our People**

To ensure understanding of the risks of modern slavery within our business relationships, we provide an online training course to our people to assist them in identifying and preventing exploitation.

Online training is also provided for:-

- Equality and Diversity
- Anti-Bribery & Corruption
- Whistleblowing

#### **6. Reporting concerns regarding slavery or human-trafficking**

We foster a culture where our people are encouraged to raise concerns about unlawful, unacceptable practices or misconduct and can do so safely without fear of reprisal. We offer our full support to those who raise a concern in good faith. Individuals can confidentially and anonymously report a concern using our SafeCall helpline.

Our Whistleblowing Policy ensures our people know how to raise concerns about any unethical practices within our business or supply chain without fear of recrimination.



**Andy Hughes**  
**Chief Executive Officer**

**Water Plus Group Limited and its subsidiaries, Water Plus Limited and Water Plus Select Limited**

**21 July 2020**