

## **Modern Slavery and Human Trafficking Statement 2019**

This statement is made and published pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act"). It sets out the actions taken by Wessex Water Limited ("WWL") and its relevant subsidiaries in the UK<sup>1</sup> (together with WWL "Wessex Water") and constitutes its slavery and human trafficking statement for 2019.

Wessex Water is predominantly a provider of water and sewerage services, with Wessex Water Services Limited being a statutory undertaker operating across the south west of England including Dorset, Somerset, Bristol, most of Wiltshire and parts of Gloucestershire and Hampshire.

Wessex Water's support functions, including human resources, information technology and procurement services are primarily provided by Wessex Water Services Limited at its registered office in Bath, UK. All the steps taken in this statement are taken by Wessex Water.

### **Our Policies**

Wessex Water is committed to meeting the aims of the Act and to having a work environment that is free from human trafficking, slavery, servitude and forced or compulsory labour. Wessex Water strongly opposes slavery and human trafficking in its supply chains and in any part of its business.

Wessex Water has internal policies and procedures in place to ensure that it operates responsibly and ethically as a business including its whistleblowing and anti-bribery policies.

### **Our Supply Chain**

Wessex Water has in place systems to identify and assess potential risk areas within its supply chain and to mitigate any identified areas of risk.

Where possible, Wessex Water has built and maintained longstanding relationships with trusted suppliers, making clear its expectations of business behaviour.

Wessex Water's standard procurement processes include a variety of checks and reviews designed to ensure that suppliers comply with all applicable laws and regulations, including the Act.

Modern slavery clauses are also included in Wessex Water's contracts and purchase orders' standard terms and conditions which seek to ensure that suppliers meet their obligations under the Act and where required, demonstrate the steps they have taken to monitor compliance.

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<sup>1</sup> Relevant group companies include Wessex Water Services Limited and Wessex Water Enterprises Limited.

## **Our People**

Wessex Water rigorously checks that all of its employees have the legal right to work in the UK and the same rigour is applied to ensure that agency workers are subject to the same checks.

Wessex Water ensures that its employees receive the statutory employment rights to which they are entitled and are paid at or above the minimum wage. It also has processes and programmes in place which seek to create not only a safe, fair and inclusive working environment, but also one that supports wellbeing and learning.

As well as setting out the rights and benefits which are available to Wessex Water employees, published policies, employee handbooks and individual contracts of employment make it clear what actions and behaviours are expected of them.

## **Risk Management Process**

Wessex Water has in place a risk management process with internal auditors to identify, assess, monitor and report on perceived business risks and provide assurance on the effective operation of internal controls, including compliance with its obligations under the Act.

Whilst at present Wessex Water has uncovered no evidence of slavery and human trafficking within its own operations and those of its suppliers, it will continue to keep its policies, processes and controls under review.

This statement was approved by the Boards of Directors of the respective companies within Wessex Water and will be reviewed on an annual basis.



**Colin Skellett**  
**Group Chief Executive**  
**March 2019**