

Modern Slavery Statement

Sutton and East Surrey Water plc, trading as SES Water, can state we have no acts of modern day slavery within our organisation. We also recognise the need to be vigilant and committed to driving out potential acts of modern day slavery from our supply chain. We have responsibility under the Modern Slavery Act 2015 to ensure transparency in the provision of all our goods and services.

We are reviewing our processes to make certain that slavery does not take place in our supply chain and as part of our due diligence we will ensure that our:

- Supplier assurance process requires suppliers to outline the controls they have in place.
- Senior Managers continually monitor our processes to provide appropriate levels of control.
- Our Procurement Manager reports on compliance annually to our Board.

We make reasonable endeavours to ensure employees and workers are not subject to any form of forced, compulsory or bonded labour in our supply chains. Employees should have freedom to terminate their employment at any time without penalty, giving reasonable notice.

We do not knowingly support or deal with any business involved in slavery or human trafficking.

Our Board and Senior Management have responsibility for implementing this statement and its objectives. They ensure adequate resources (training and administration etc.) and investment to ensure slavery and human trafficking is not taking place within our organisation or within our supply chains.

We have zero tolerance of any threat of physical or sexual violence, harassment or intimidation against employees and their family, or close associates.

Our policies and guidance are clearly defined and communicated to all of our employees. Employees do not suffer any detriment to their salary or benefits unless it falls under our terms and conditions of service.

All our employees are treated fairly and equally. Salary payments are made directly to employees and will not be delayed, deferred or withheld. Only deductions, advances or loans authorised in law are permitted with the full consent of the employee. Clear and

transparent information is provided to employees about hours worked, rates of pay and the calculation of legal deductions.

Our employees are not forced to work in excess of the number of hours permitted in law. Normal working hours and overtime do not exceed 48 hours per week average over a 17 week period unless the employee agrees.

This policy statement will be reviewed annually.

This statement was approved by the Board of Directors on 29 September 2016.