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## Modern Slavery Policy

Sutton and East Surrey Water plc, trading as SES Water, is committed to the highest level of ethical standards and sound governance arrangements and sets high standards of integrity over the management of its activities in line with our Code of Conduct and Business Ethics. We fully support the Government's objectives to eradicate modern slavery and human trafficking and will meet our legal obligations.

SES Water will:

- Ensure we have no acts of Modern Day Slavery within our business and employees are not subject to any form of forced, compulsory or bonded labour
- Ensure clear and transparent information is provided to employees about hours worked, rates of pay and the calculation of legal deductions.
- Ensure employees do not suffer any detriment to their salary or benefits unless it falls under our terms and conditions of service.
- Produce an annual statement on our website, including details of our activities and supply chain and actions we are taking to support Government.
- Provide a compliant procurement process and suitable procedures for supplier assessment, using our influence to improve transparency and accountability in our supply chain

SES Water will not:

- Expect employees to work in excess of the hours permitted in law unless the employee agrees.
- Delay, defer or withhold salary payments made directly to employees. The only exception to this will be deductions, advances or loans which are either authorised in law or permitted with the full consent of the employee.
- Use suppliers found to be involved in modern slavery or human trafficking

Our supplier assurance process requires suppliers to outline the controls they have in place for Modern Slavery compliance. We will continually monitor our processes to provide appropriate levels of control.

Anthony Ferrar  
Managing Director

4 June 2019

