

2026 Anti-slavery and Human Trafficking Statement



SEVERN
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Introduction

- Introduction (CEO Statement):
- Key actions we have taken during the year
- Our Purpose

Organisation and Supply Chain

- Our Business
- Our Supply Chain
- Our Workforce

Governance and Policies

- Governance Framework
- Policies

Risk and Due Diligence

- Risk Assessment
- Risk Mapping Our Supply Chain
- Taking Action

3 Training

- 3 - Stakeholder engagement to develop and facilitate training
- 4 - Targeted Training
- 5 - Continuing to raise awareness
- 6 - Continuous Improvement of our Approach

Monitoring and Evaluation

- Evaluating Our Performance
- Focus areas for 2026/27

Conclusion

22

22

22

23

24

25

25

26

27



CEO Statement

“Taking care of one of life’s essentials” remains our purpose at Severn Trent. It guides everything we do, from serving customers to supporting communities and colleagues. At the same time, it shapes how we commit to protecting the rights and wellbeing of people throughout our business and supply chain. Preventing modern slavery and all forms of labour exploitation sits at the heart of this purpose.

Modern slavery remains one of the most significant and complex human rights challenges facing society today. As our business grows, supply chains evolve and global risks continue to change, the issue becomes increasingly relevant. We recognise that no organisation can address these issues alone. Collaboration has therefore remained central to our approach throughout 2025/26.

During the year, we worked closely with suppliers, industry peers, and expert partners to improve how we manage modern slavery risks. Our longstanding partnership with Slave-Free Alliance has continued to play an important role. It has helped to support supplier assessments, worker welfare discussions, targeted training and the ongoing development of our due diligence processes. We also maintained our involvement in Utilities Against Slavery, collaborating across the sector to share knowledge, develop practical resources and drive greater consistency in tackling this issue.

A key milestone this year has been our collaboration with Anglian Water to develop the pilot for a shared supplier assessment. Together we aim to reduce duplication for suppliers, improve transparency, and strengthen our ability to address risks within shared supply chains. Collaboration of this kind is a major step towards a more effective and consistent industry response.

We also continued to strengthen our understanding of risk within our own operations and supply chain. Our work here includes enhancing supplier onboarding processes and further embedding modern slavery considerations into our governance, procurement and risk management frameworks. We have also improved supply chain traceability, particularly within our solar procurement activities.

We remain signatories of the UN Global Compact and continue to align our approach with the UN Guiding Principles on Business and Human Rights and the UN Sustainable Development Goals.

Building awareness remains fundamental. During the year, we refreshed and relaunched our modern slavery training and expanded targeted learning for key roles. We worked with partners, including the Supply Chain Sustainability School, to give colleagues and suppliers the chance to learn from expert guidance and lived experience. As a result, people across our organisation and value chain are better equipped to identify risks, raise concerns and take action.

While we are encouraged by our progress, we know there is more to do. Addressing modern slavery needs ongoing vigilance, transparency, and continuous improvement. We will work with our partners to strengthen our collective response and improve supply chain transparency. Ultimately, we seek positive outcomes for those most vulnerable to exploitation.

This Statement reflects that commitment and the contribution of everyone involved in this important work. Together, we can help uphold the rights, dignity and wellbeing of workers throughout our value chain.

This Statement was approved by the Board of Directors of Severn Trent Plc on 18th September 2026 and is signed on its behalf by:



A stylized, handwritten signature in dark ink, appearing to read 'J. Jesic'.

James Jesic
Chief Executive
Severn Trent Plc

This Statement, which constitutes our Group’s Anti-Slavery and Human Trafficking Statement for the financial year ended 31 March 2026, is made pursuant to section 54 (1) of the Modern Slavery Act 2015 (the ‘Act’). It is made on behalf of Severn Trent Plc and its Group Subsidiaries, namely Severn Trent Water Limited (Company number 02366686), Severn Trent Services Defence Limited (Company number 05112092), Severn Trent Services Operations UK Limited (Company number 04052522), Severn Trent Green Power Limited (Company number 04501557), Hafren Dyfrdwy Cyfyngedig (Company number 03527628), Industrial Water Jetting Systems Holdings Limited (Company number 06044159) and Watertight Management Limited (Company number 07245349). Our previous statements can be found [here](#) .

We are not at all complacent and remain committed to keeping our approach under continual review.

Key actions we have taken during the year



Supplier onboarding heat-mapping was enhanced to include global economic risk factors.



Delivery against our Solar Procurement principles gaining greater traceability of our supply chain.



Started a shared supplier assessment pilot with Anglian Water.



Refreshed and relaunched modern slavery awareness training during the year with content provided by Slave-Free Alliance.



Delivery of a webinar in partnership with Supply Chain Sustainability School with a focus on lived experience that provided colleagues with a fresh perspective on the impact of Modern Slavery.



Our Purpose

At Severn Trent, we are driven by our purpose – taking care of one of life's essentials. United behind a clear social purpose, we work together to deliver positive outcomes for our customers, colleagues, investors, regulators, the communities we serve and the environment we depend on.

More than ever before, we recognise that caring for one of life's essentials truly matters to the families, businesses and communities we serve. That's why our values – Having Courage, Showing Care, Taking Pride and Embracing Curiosity – are so important to us. To be a company people can trust, protect the environment, support our communities and deliver the best value service, we must all live our values by Doing the Right Thing, every day – the Severn Trent way.

A comprehensive approach to modern slavery

Our purpose, supported by our corporate strategy and business model, guides how we deliver positive outcomes for customers, communities, colleagues and the environment. Central to this is our commitment to acting responsibly and safeguarding people in our region, including managing the risks of modern slavery and labour exploitation throughout our operations and value chain.

This statement describes the six key components of our approach to identifying, assessing and addressing the risks of modern slavery. Through these focus areas, we seek to continually strengthen our ability to prevent, detect and respond to modern slavery, exploitation and poor worker welfare within both our business and supply chain.

The statement has been prepared to meet the disclosure requirements of Section 54 of the Modern Slavery Act 2015 and aligns with the Home Office's updated guidance on transparency in supply chains, issued in March 2025. We have also assessed ourselves against the Churches, Charities and Local Authorities and in doing so ensures Investment Management (CCLA) self-assessment to benchmark our approach against best practice guidelines.



Our Approach

Developing Our Modern Slavery Statement

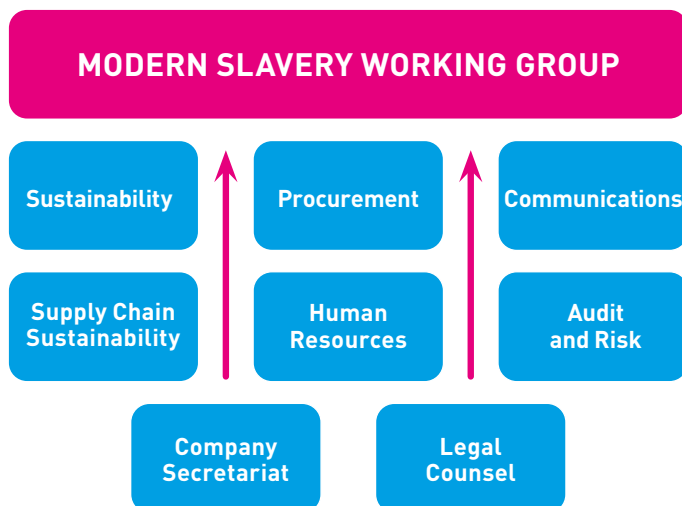
To meet the requirements of the Modern Slavery Act 2015, Severn Trent adopts a structured and collaborative approach to developing its Modern Slavery Statement, and in doing so ensure we consult with the relevant stakeholders across the business.

Our Modern Slavery Working Group carries out horizon scanning to identify emerging risks, regulatory developments and best practice in combatting modern slavery. This includes reviewing guidance from government, NGOs and industry bodies, and engaging with external partners such as Utilities Against Slavery and Slave-Free Alliance.

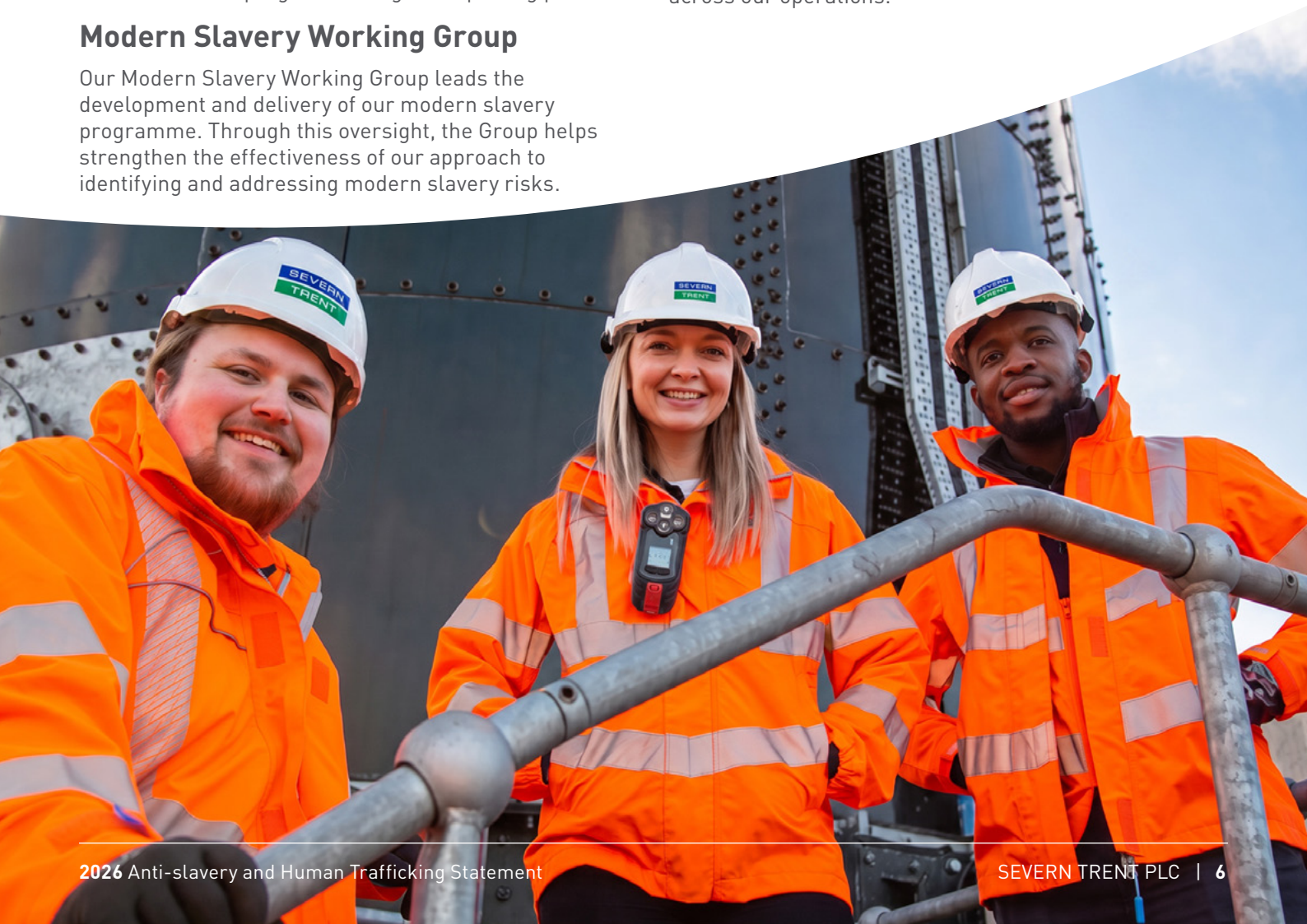
The Working Group's findings and recommendations are reported to the Severn Trent Plc Corporate Sustainability Committee, which provides oversight and ensures alignment with our wider ESG objectives. The Committee in turn updates the Boards of Severn Trent Plc and Severn Trent Water Limited at Board meetings on activities and progress during the reporting period.

Modern Slavery Working Group

Our Modern Slavery Working Group leads the development and delivery of our modern slavery programme. Through this oversight, the Group helps strengthen the effectiveness of our approach to identifying and addressing modern slavery risks.



The Working Group includes representatives from key business functions across the Severn Trent Group, ensuring a coordinated and consistent approach across our operations.



Our Business

Severn Trent Plc is a FTSE100 company. Severn Trent Water ('STW') and Hafren Dyfrdwy ('HD') are two of 11 regulated water and wastewater businesses in England and Wales, providing high-quality services to more than 4.7 million households and businesses in England and Wales. Our non-regulated businesses operate across England, Wales and Scotland.

Our regulated water and wastewater businesses are Severn Trent Water and Hafren Dyfrdwy. The primary activities we focus on are:

- **Providing clean water:** We provide five million customers across our region with fresh, clean drinking water every day.
- **Treating wastewater:** We collect around 3.17 billion litres of wastewater every day, treat and clean it and return it to the environment.
- **Generating renewable energy:** Severn Trent generates its own energy through a variety of sources including the anaerobic digestion of sewage sludge, food waste, crops, solar, wind and hydro.

Our non-regulated business

Severn Trent Infrastructure Services operates a UK-based portfolio that complements the Group's core competencies and is well positioned to capitalise on market opportunities in these areas:

- **Operating Services:** Operating Services provides a variety of operational water and wastewater services to private businesses across the UK.
- **Green Power:** Severn Trent Green Power generates renewable energy from anaerobic digestion, hydropower, wind turbines and solar technology.
- **Property Development:** Our Property Development business manages the sale of surplus land.
- **Network Services:** Network Services integrates Industrial Water Jetting System Holdings Limited (IWJS) and Watertight, securing critical operational capability, retaining value and strengthening resilience to support our AMP8 delivery.

The Group's acquisition activity during the reporting period has expanded our operational activities and supply chain network. We will fully assess the modern slavery risks associated with newly acquired businesses IWJS and Watertight over the coming year, with integration activities focused on aligning the acquired businesses with Severn Trent's existing policies, governance arrangements and expectations relating to ethical employment, supply chain due diligence and identification of modern slavery and exploitation.



Our Business Model in action

What we do

We provide essential water and wastewater services to millions of customers across the Midlands and Mid-Wales. We abstract, treat and supply clean drinking water, collect and treat wastewater, and safely return it to the environment. Through sustained investment, innovation and responsible operations, we protect public health, support regional growth and enhance the resilience of water and natural ecosystems.

Regulators, Government and Non Governmental Organisations ('NGOs'). The policy framework for our sector is set by the UK and Welsh Governments. Our industry is regulated by Ofwat, the Environment Agency (EA) and others. Our infrastructure services businesses drive competition in the market, improving the quality and value in the water sector supply chain.



Our resources and relationships:

- **Physical assets:** We maintain over 50,000 km of clean water pipes, over 93,000 km of sewer pipes, and around 130 water and 1,000 wastewater treatment works.
- **Natural resources:** We take care of some of the UK's most impressive natural resources and make them accessible to support the health and wellbeing of communities.
- **Financial Capital:** Our RCV is in excess of £15 billion. Our net debt represents 63.6% of our RCV.
- **Technologies:** We rely on technology every day to communicate, store and manage data, operate our assets and monitor our operations. We are always exploring innovative technology to drive continuous improvement.
- **Our people and culture:** We look to attract, develop and retain talented people from all backgrounds. We directly employ over 10,000 people.
- **Suppliers and partnerships:** All contracted suppliers are required to sign up and operate in line with our Supply Chain Sustainability Charter.

Our supply chain

At Severn Trent, we could not provide our critical services and operations without our Supply Chain partners. Over 600 providers of products, materials and services, with an overall spend of £2.5 billion, support in the construction, maintenance and operation of our water and wastewater treatment works; delivering daily for our customers. Our suppliers' range in size and structure, from large international corporations to Small Medium Enterprises (SMEs), all with a directly employed and subcontracted workforce.

99.9% of our suppliers are based in the UK

Regardless of size or industry, all suppliers must demonstrate commitment and deliver against the stringent expectations we set in relation to identifying and addressing forced labour, child labour and any other form of exploitation.

Improving transparency beyond our tier 1 supplier base remains challenging, however is a key area of focus for the coming years; ensuring we address the inherent risk associated with a lack of visibility. Our Supply Chain is large and complex, and includes sectors known to be high risk. The annual review of sector risk profiles through our membership of Utilities Against Slavery (UAS) has confirmed these risk areas remain as Facilities Management (including Catering, Cleaning, Security and Grounds Maintenance), Waste Management, and warehouse and logistics. The highest risk identified for our UK operations was the Construction sector and its associated labour.

In direct response to this risk, we continue to deliver an enhanced level of assessment and engagement with suppliers operating in these industries, recognising these are areas where we have greater leverage. We remain focused on continuously strengthening our approach in the coming year. We also recognise that as AI grows as an industry, and becomes increasingly integrated into business, we need to better understand the implications this has for workers throughout its supply chain. We have recently created an AI Ethics and Sustainability Steering Working Group to actively improve our understanding of these potential impacts and move forward in a way that balances our ethical commitments alongside business needs.

One area where we're taking positive steps to build traceability, is through our Severn Trent Green Power's (STGP) Solar Procurement activities. We require all panel providers and construction partners to provide full traceability of their products and materials. Our expert partners, DNV and Slave-Free Alliance, play an important role in delivering this work. They also support us in developing our own expertise so that we can strengthen traceability across future solar projects and look to extend these assessments to other key products and materials, including PPE.

Every year, our supply chain becomes larger and more complex as we continue to deliver for our customers, the environment and the communities we serve. We are investing in an ambitious capital programme, reduce leakage and pollution incidents, and bolstering our resilience to climate change. We must continue to support and grow with our supply chain, working only with organisations who share our values, and are committed to improving how we collectively tackle modern slavery and exploitation.

Our Workforce

Real Living Wage and Living Hours Employer

We are proud to be an accredited Real Living Wage Employer, reflecting our commitment to ensuring all directly employed colleagues receive a wage that meets the real cost of living. This commitment also extends across our supply chain, with 100% of relevant suppliers agreeing to pay the Real Living Wage to employees working on our contracts. Through continued engagement and collaboration, several of our supplier partners have also gone on to achieve accreditation from the Living Wage Foundation.

Paying a living wage is an important measure in helping to prevent forced labour and exploitation and is a mandatory requirement within all new contracts.

We are also proud to maintain our accreditation as a Living Hours Employer, demonstrating our commitment to providing workers with secure and predictable working hours that support a reasonable standard of living. These standards currently apply to all employees and include:

- Contracts that accurately reflect the hours worked
- A minimum of 16 contracted hours per week, unless an employee chooses to work fewer hours
- At least four weeks' notice of any changes to working patterns

In addition, we provide a comprehensive range of benefits and support services designed to promote our employees' physical, mental and financial wellbeing. Further information on how we support our colleagues can be found in our latest Annual Report, available on our website.

As part of our commitment to Living Hours, we are engaging with our supply base to promote and encourage this provision to all suppliers and are engaging with suppliers in our highest-impact categories to ensure this is delivered to those that work on behalf of Severn Trent. This will not always be a simple change, but we are committed to working with these suppliers as they transition to this commitment.



Our Workforce

We directly employ 11,544 people across our UK sites, most of them at locations throughout the East and West Midlands, as well as in North and Mid-Wales.

Total Employees **12,212**

including contractors and agency

Customer Operations **5,518**

Customer Solutions **2,363**

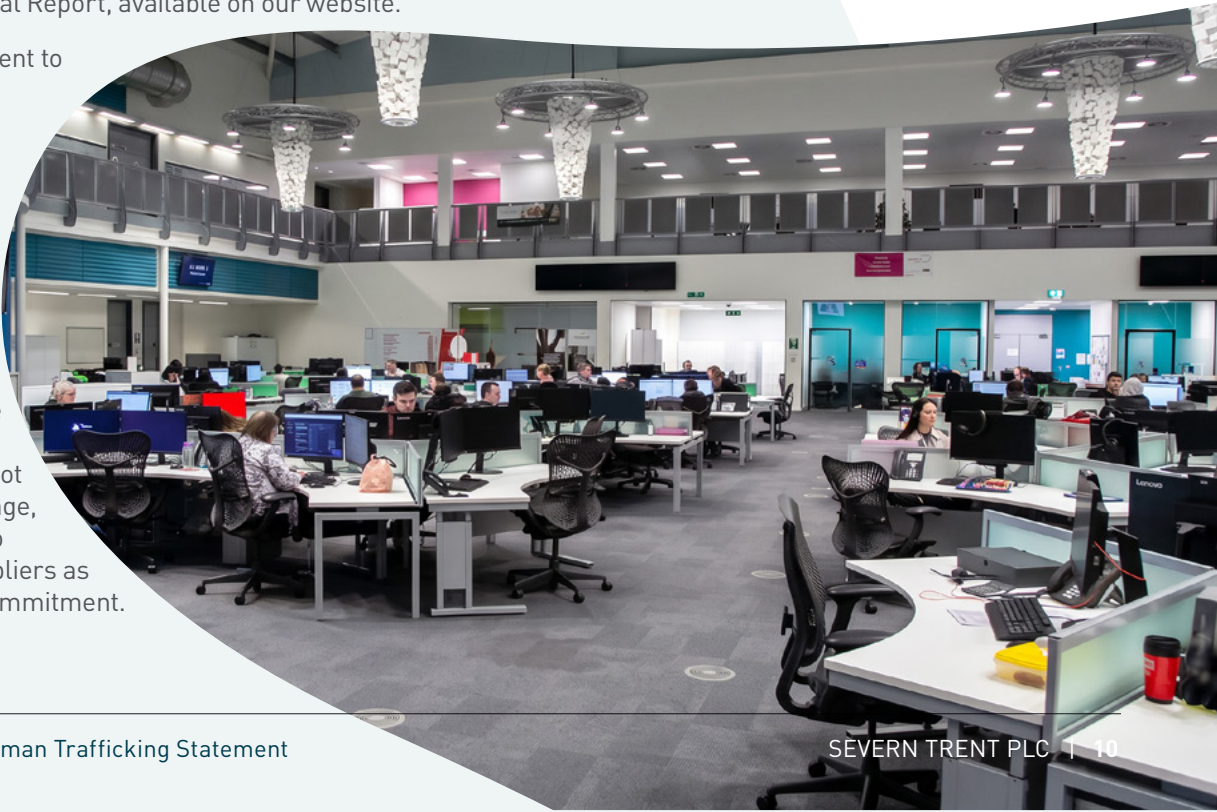
Capital Delivery & Chief Engineer **1,860**

Office Employees **1,803**

Permanent Staff **11,544**

Contractors & Temporary **668**

Numbers average over 2025/26



Internal/external engagement

Modern Slavery and exploitation are growing global and national issues, and in that landscape, it is more important than ever to form valued partnerships. We work with expert organisations who can guide and challenge us, and with like-minded organisations both within and outside of our sector, where open discussion can inform progress. Both types of partnership are critical to ensuring our approach evolves and remains effective in delivering our commitment to identifying and addressing forced labour, child labour and other forms of exploitation.

SLAVE-FREE ALLIANCE

Working Towards a Slave-free Supply Chain

Slave-Free Alliance; founded by Hope for Justice in direct response to Operation Fort, have been our trusted partner for nine years; providing expert guidance, critical review and practical support to ensure we remain effective and targeted in proactively addressing Modern Slavery. Key highlights from the year include ongoing delivery of supplier assessments, worker welfare discussions and the development and delivery of enhanced targeted training.



We remain a proud member of UAS; a group of organisations committed to delivering best practice and consistency in addressing exploitation within the Utilities sector and our overlapping and shared supply chain. We draw upon shared knowledge and experience from within and outside of our sector to develop resources to promote amongst internal teams, events to upskill our supply chain partners and common principles that aim to drive best practice. Building upon our six years of collaboration, highlights from this year include the launch of a role-specific learning pathway for our Procurement teams, video briefings to support site assessments and closer collaboration with the Built Environment Against Slavery group.

Focus for the coming year remains on launching a shared supplier assessment pilot with Anglian Water, developing a common standard that sets clear and consistent expectations of our suppliers and benchmarking against our peers to identify opportunities for future UAS activity. Refer to the [UAS Chair's report for more information](#) .

SUPPLY CHAIN SUSTAINABILITY



Building knowledge and capability amongst our internal teams, and those of our supply chain, is central to our approach, importantly our effectiveness in identifying and addressing instances of modern slavery and exploitative practices. The 'School' provides extensive, free-to-use resources (including e-learning, operational toolkits, training videos and reports) to enable this, and we actively promote these to our internal colleagues and across our supply chain. Facilitated by SCSS, we are also members of Built Environment Against Slavery group which further promotes opportunities to collectively address this shared issue beyond our sector.

ecovadis

EcoVadis continues to support us in assessing the level of risk associated with supplier organisations, and their maturity to address key environmental and social risks, including human rights, exploitation and worker welfare. This increased high-level visibility ensures we can identify opportunities for improvement across a larger number of suppliers and work with them to close any gaps and build maturity through a 'Corrective Action' plan.

We have recently refreshed our engagement strategy, with a view to bringing more suppliers onto the platform for assessment, in turn building our understanding of our supply chain risks further. In addition to the SCSS, EcoVadis Academy also provides resources to support suppliers in understanding their own impact, and the measures needed to strengthen the resilience of their approach.



United Nations Global Compact

Severn Trent have been a signatory to UNGC since 2004. Each year we reaffirm our support for the Ten Principles of the UNGC (including Human Rights and Labour) as part of our 'Communication on Progress'.



The Prince's Responsible Business Network

We have undertaken a collaborative project with Business in the Community focused on supporting us with our inaugural approach to a Just Transition as part of our impending Net Zero Transition Plan. Our sustainability team is working closely with BITC to define our approach which included a workshop bringing together representatives from across the business who can play a part in communicating existing and supporting future activities that aid our ambitions for a Just Transition.

Advancing our partnerships

We know our understanding of this issue must constantly evolve to keep up with the ever-changing risk to human rights. This is why we lean on and learn from our partners constantly, through frequent engagement and collaboration, escalation of concerns and a resource to learn from, and welcoming any feedback on our gaps, or how we could improve. While we reflect on our internal processes such as weaving in social assessment through tenders and sourcing strategies and into supplier onboarding, we are also building our traceability capability through horizon scanning for upcoming changes of the risk and how best we can address them.



Our governance structure

The management of modern slavery risk is integrated into our corporate governance framework and supported by oversight at the highest levels of the organisation. Ultimate responsibility for ensuring compliance with the Modern Slavery Act 2015 and upholding our ethical commitments rests with the Board of Directors. The Board reviews and approves this statement each year and receives periodic updates on our approach to identifying, managing and mitigating modern slavery risks.

The Board delegates responsibility for overseeing the implementation of our approach to the Executive Committee, which ensures that appropriate policies, processes and resources are in place to support the effective management of modern slavery risk across the Group. The Executive Committee is supported by the Strategic Risk Forum, Modern Slavery Working Group and relevant functional leaders, who provide oversight of ongoing initiatives, emerging risks and any incidents through our wider ESG, risk and compliance governance processes.

This governance framework promotes clear accountability, effective decision-making and continuous improvement, helping to ensure that modern slavery risks are managed in a proactive, transparent and consistent manner.

- **Identification and assessment:** Our Risk and Assurance teams play a key role in assessing potential modern slavery risks within our operations, and our Procurement and Supply Chain teams work in identifying and evaluating risk associated with our supply chains. This includes undertaking risk-based due diligence, supplier assessments and assurance activities to help verify alignment with our ethical expectations and standards.
- **Response and mitigation:** Responsibility for coordinating responses to identified risks or concerns sits with the Modern Slavery Working Group, working closely with relevant business functions. This includes implementing appropriate corrective actions, engaging with suppliers and stakeholders, and supporting remediation measures where required to address adverse impacts and reduce the risk of recurrence.
- **Governance and oversight:** The Modern Slavery Working Group is responsible for coordinating the development, implementation and ongoing enhancement of our modern slavery programme. Oversight is provided by members of the Severn Trent Plc Executive Committee and the Severn Trent Plc Disclosure Committee, who receive regular updates on modern slavery risk management activities and performance. The Board of Directors retains ultimate accountability through its annual review and approval of this statement, reinforcing oversight and governance at the highest level of the organisation.

- **External review and assurance:** As we enter our 9th year of partnership with Slave-Free Alliance and our continued membership with Utilities Against Slavery, we continue to bolster and build upon our own approach to identifying and addressing Modern Slavery through these open, honest and transparent relationships. They provide invaluable insight, opportunities to collaborate and benchmark, and capability to support in supply chain risk assessment and ongoing engagement. These relationships help us identify our areas of strength, but more importantly opportunities to improve, to help us keep up with this ever growing and changing risk. Following the SFA conference, we proactively engaged with internal stakeholders to manage expectations on the revised CCLA benchmarking methodology and impacts on our score.

To support compliance with the requirements of the Modern Slavery Act 2015, Severn Trent adopts a coordinated and cross-functional approach to the development of this statement. Our Modern Slavery Working Group, which brings together colleagues from Procurement, Legal, Compliance, Risk and Sustainability, meets regularly to share expertise, review progress and coordinate activities related to modern slavery risk management. The Working Group spans across our Group of Business and also includes representatives from Green Power and Severn Trent services.

A key responsibility of the Working Group is to monitor the evolving external landscape through ongoing horizon scanning. This includes assessing emerging modern slavery risks, tracking legislative and regulatory developments, and reviewing evolving good practice across industry and wider society. The Working Group meets on a bi-monthly basis with a dedicated agenda for each meeting focused on addressing the areas above.

The Group draws on guidance from government bodies, industry organisations and civil society groups, while also engaging with external partners including Utilities Against Slavery and the Slave-Free Alliance to strengthen our understanding and approach.

Insights gathered through these activities help inform our modern slavery programme, due diligence processes and reporting practices, ensuring that our approach remains responsive to changing risks and stakeholder expectations.

The Working Group provides updates and recommendations to the Severn Trent Plc Corporate Sustainability Committee, which has responsibility for overseeing progress and ensuring that our approach to tackling modern slavery remains aligned with our wider sustainability ambitions and ESG commitments.

Governance Framework

We pride ourselves on having a high-functioning, independent and diverse Board and being transparent in all that we do. Our Board-led Governance Framework ensures that the Board remains effective in both making decisions and maintaining oversight.

The Board

The Board's role is to ensure the long-term sustainable success of Severn Trent by setting our strategy through which value can be created and preserved for the mutual benefit of our shareholders, customers, employees and the communities we serve. The Board provides rigorous challenge to management and ensures the Group maintains an effective risk management and internal control system.

reporting

informing

The Board delegates certain matters to its principal Committees - which report to the Board at every meeting

AUDIT AND RISK COMMITTEE

CORPORATE SUSTAINABILITY COMMITTEE

NOMINATIONS COMMITTEE

REMUNERATION COMMITTEE

TREASURY COMMITTEE

reporting

informing

The Chief Executive and the Severn Trent Executive Committee ('STEC')

Responsibility for the development and implementation of the Group's strategy and overall commercial objectives rests with the Chief Executive, who is supported by STEC.

reporting

informing

Disclosure Committee

An Executive Committee responsible for overseeing the Group's compliance with its disclosure obligations, considering the materiality, accuracy, reliability and timeliness of information disclosed and assessment of assurance received.

reporting

informing

Business and Strategic Leads

Ensure that policies, processes, and practices are implemented and adhered to within their individual areas of work and responsibility and the potential risks of modern slavery are mitigated within each directorate.

MODERN SLAVERY WORKING GROUP

Representatives from across the business ensure our policies, processes, and practices are aligned to mitigate potential risks of modern slavery. The Working Group also produces the Anti-Slavery and Human Trafficking Statement on behalf of the Group.

Policies

At Severn Trent, we are committed to addressing modern slavery. This commitment is embedded within our Group policies, which are regularly reviewed and applied across our operations and supply chain. From day one, new colleagues are introduced to these principles during onboarding, where we establish appropriate checks and expectations. They are reinforced through ongoing communications, awareness campaigns, and supplier engagement.

Key policies supporting our commitment:

- **Group HR Policy:** We are committed to creating a diverse and inclusive workplace where everyone can thrive. This includes fair recruitment practices, right to work, imposter checks and identity verification during onboarding, and ongoing employment checks, helping us to identify and prevent potential indicators of modern slavery or exploitation.
- **Financial Crime, Anti-Bribery & Corruption Policy:** We take a firm stance against financial crime, including bribery, fraud, and tax evasion. These controls support the identification of unusual financial activity or coercion, which can be indicators of modern slavery, and ensure appropriate escalation and investigation where concerns arise.
- **Doing the Right Thing:** Our values guide how we work every day – acting with integrity, treating people fairly, and complying with laws and standards. This promotes vigilance across our workforce, helping colleagues recognise and respond to potential signs of exploitation, and reinforces our responsibility to challenge and report unethical practices.
- **Speak Up Policy:** We promote a culture where anyone can raise concerns safely and confidently. Our independent helpline, SafeCall, is available to employees, contractors, and partners to report concerns confidentially, providing a critical route for identifying and addressing suspected cases of modern slavery or unethical treatment.
- **Employee Rights:** We value open dialogue with our people and trade unions, supporting freedom of association and collective bargaining. This ensures individuals have a voice, reduces the risk of exploitation, and enables concerns relating to working conditions or treatment to be raised and addressed appropriately.



Delivering on our policies

We remain committed to enhancing our partnerships and controls to ensure modern slavery risks are effectively identified, assessed, and managed throughout our operations and supply chain.

We work collaboratively with our three recognised trade unions – Unison, GMB, and Unite – through regular Company Forum meetings attended by members of our Executive Team and Board. These forums provide an important platform for open dialogue, helping us understand employee perspectives, address concerns, and ensure colleague voices are represented in key business discussions.

All suppliers in our supply base, regardless of size, industry or location, are expected to demonstrate alignment with the principles set out in our Sustainable Supply Chain Charter.

Our Procurement, Contract Management and Capital Commercial teams work to ensure the suppliers we work with are aligned to our values. They monitor progress and drive action through collaboration, and in using tools such as the EcoVadis Corrective Action Plan. For those in higher-risk categories, we continue to conduct proactive, tailored and targeted assessment through tender and ongoing engagement. This ensures we take a proportionate response to those categories that require more attention.

We know we have work to do in improving visibility of our suppliers' sub-contractors and are actively exploring how we do this to ensure our expectations around Modern Slavery and exploitation are delivered and maintained throughout our supply chain.

As we enter our 9th year of partnership with Slave-Free Alliance, their knowledgeable and practical team of experts enable us to stay proactive and targeted in preventing and addressing exploitation throughout our organisation and supply chain.

Communicating our policies

Our approach is underpinned by clear and consistent communication, supporting awareness of modern slavery risks and helping colleagues and suppliers recognise warning signs and understand how to raise concerns.

All new suppliers are required to commit to our Supply Chain Sustainability Charter as part of the onboarding process.

We promote awareness of modern slavery and our related policies across our business and supply chain through year-round communications, using internal and supplier facing channels such as our intranet, targeted campaigns and direct engagement with supplier partners.

We regularly reinforce our Escalation and Remediation Policy and promote our confidential Speak Up whistleblowing arrangements, ensuring colleagues can report concerns safely and securely.

All employees complete a mandatory modern slavery awareness e-learning module developed with our expert partner, Slave-Free Alliance. This training is completed at induction and refreshed every three years by all colleagues, including Severn Trent and Hafren Dyfrdwy Board Directors. Colleagues working in procurement, contract management or capital delivery roles receive enhanced, role-specific training on a regular basis, with new starters required to attend a half-day course delivered by Slave-Free Alliance.

To further strengthen understanding and encourage action, we work with the Supply Chain Sustainability School to promote free training resources, practical tools and webinars for colleagues and suppliers. This included a webinar featuring someone with lived experience of modern slavery, providing a powerful first-hand perspective on the realities of exploitation and the importance of taking action.

We also support national and sector-wide initiatives, such as Anti-Slavery Week, through coordinated campaigns that reinforce learning and awareness.

All suppliers must agree to adhere to our Charter before they can be onboarded with Severn Trent. Additionally, employees involved in procurement, our capital delivery teams and our first and second line assurance teams must complete a more in-depth half-day training session when they join the business (facilitated by Slave-Free Alliance) which provides a more detailed view of the risks of Modern Slavery in our supply chain, this will be refreshed every two years with an online 60-minute webinar session also run by SFA.

Reviewing our policies

Our approach to modern slavery is supported by our Group policies, which are reviewed periodically and extend across our subsidiaries and supply chain. We consider these policies to remain robust and effective, as they are regularly reviewed against emerging risks, stakeholder feedback, and external benchmarks.

Risk Assessment

Severn Trent maintains a mature enterprise risk management framework, coordinated through a central Risk team and supported by departmental risk coordinators, with all risks formally documented within our Riskconnect platform. Modern Slavery (MS) is classified as an Operational Risk Management (ORM) risk and is formally reviewed and signed off at Strategic Leader level on a six monthly basis.

The risk is currently assessed as **Satisfactory**, supported by 11 controls which are all rated either Satisfactory or Effective. We monitor a suite of Key Risk Indicators on a regular basis to identify any increase in risk exposure, including completion of mandatory Modern Slavery e-learning and the incorporation of Modern Slavery contractual requirements across our supply chain.

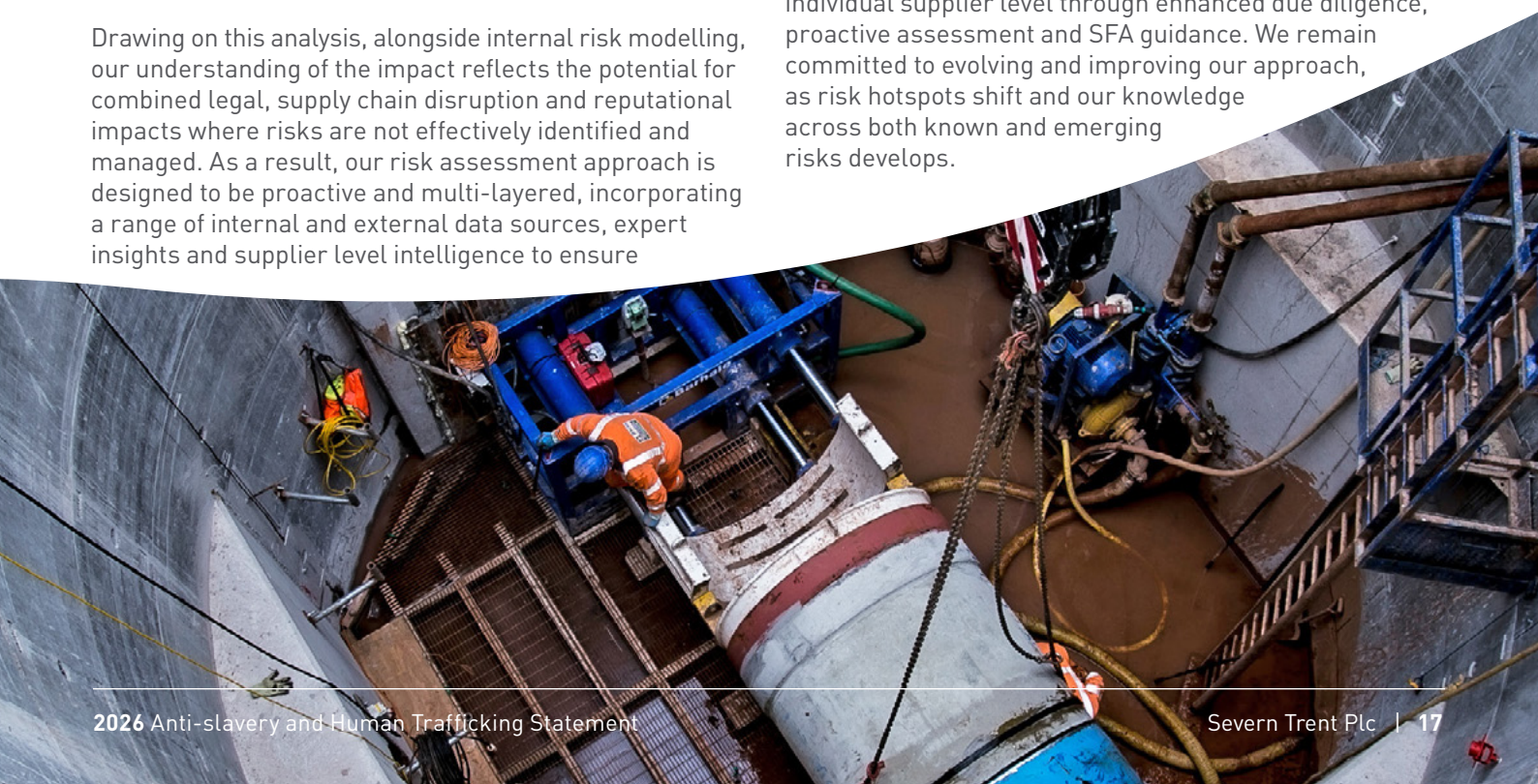
Risk oversight is embedded through our governance structure. The Modern Slavery Working Group reviews MS risk on a monthly basis, led by a dedicated Risk & Assurance Manager and supported by representatives from Procurement & Contract Management, Human Resources, and Strategy & Regulation. Procurement business leaders are engaged biennially to validate compliance and identify emerging risks, with second line assurance provided by the Risk & Assurance team.

Our approach to identifying and assessing modern slavery (MS) risk is grounded in our enterprise risk management framework and informed by an understanding of the potential financial and operational impact of modern slavery within global supply chains. This includes benchmarking against externally reported cases, which reinforces our understanding that labour exploitation within third-party suppliers can result in significant legal, operational and reputational consequences for organisations, even where they do not have direct ownership of the supplier.

Drawing on this analysis, alongside internal risk modelling, our understanding of the impact reflects the potential for combined legal, supply chain disruption and reputational impacts where risks are not effectively identified and managed. As a result, our risk assessment approach is designed to be proactive and multi-layered, incorporating a range of internal and external data sources, expert insights and supplier level intelligence to ensure

emerging risks are identified early and responded to appropriately. A limitation of our approach is visibility of our supply chain beyond those who we have direct relationships with. Whilst we continue to take a targeted approach to mapping key supply chain categories, particularly where supply resilience is critical; the breadth and complexity of our supply chain make this challenging to achieve across our entire supplier base. We will continue to explore how we can improve in this area, through expert insights, tools and engagement.

Our ongoing engagement with SFA and UAS is key to keeping at the forefront of evolving and emerging risk; leaning upon their extensive industry knowledge and global reach to inform our areas of focus. Recent developments and case studies are regularly shared through UAS meetings, including on rare earth and conflict minerals, and the UK car wash sector. In 2026, we completed our annual review of high-risk supplier categories impacting the Utilities sector. This desktop-based assessment confirmed that Construction, Facilities Management (including cleaning, catering, security), Grounds Maintenance, Waste Management and Logistics and Distribution remain areas of greatest risk for our sector, with Solar and subcontracted labour growing significantly in focus as our businesses evolve. This annual review builds upon the activity undertaken by SFA on our behalf. SFA interviewed our Procurement and Contract Management teams to gain greater understanding of our suppliers operating in these industries and the controls Severn Trent already has in place to mitigate this risk. Controls discussed included site access requirements, inductions and onboarding, qualifications and certifications. As outlined in the supply chain section, for those operating in these sectors we continuously seek to build our understanding of risk at individual supplier level through enhanced due diligence, proactive assessment and SFA guidance. We remain committed to evolving and improving our approach, as risk hotspots shift and our knowledge across both known and emerging risks develops.



Risk Mapping Our Supply Chain

Delivery beyond compliance remains central to our approach; working only with suppliers who share and actively deliver against our commitment to upholding the rights of their workers, and those throughout their supply chain. We assess suppliers based on their understanding of their risk to exploitation, capability to mitigate and address this risk within their direct workforce and supply chain, and importantly their willingness and commitment to improve. We acknowledge our wider reach and responsibility in influencing the practices of our supply chain partners. Where needed we will always work with a supplier to address any gaps, and develop an effective approach, recognising that it must be a two-way process in order to be successful.

Sustainability, specifically the consideration of environmental and social impact, is a core requirement for all procurement activity and ongoing supplier engagement. Our Relevancy Matrix highlights areas of risk, including Modern Slavery, across our key supplier categories, informing where enhanced levels of assessment and engagement need to be considered. Working closely with our dedicated Supply Chain Sustainability Team, Procurement and Contract Managers must ensure they identify areas of potential concern within the Sourcing Strategy, along with the plan to be taken to mitigate and address identified risks throughout the tender process and ongoing contract management. All sourcing strategies, contract awards and extension approvals require this impact assessment, and mandatory sustainability sign-off must be received before progressing to final business approval.

Our risk assessment is further strengthened through supplier due diligence processes. During supplier onboarding, Category and Contract Specialists undertake a structured heat mapping assessment within SAP Ariba to evaluate modern slavery risk. This approach was enhanced in June 2025 to incorporate wider global economic risk factors, including sourcing outside the UK and EEA. Critical suppliers, including those providing key materials such as chemicals, are subject to enhanced supply chain mapping to improve visibility of upstream risks and ensure appropriate continuity planning. We report a consolidated view of key supplier risks monthly to senior Procurement leadership.

Ongoing monitoring is supported by SAP Ariba. SAP Ariba scans global news sources and identified risks associated with our suppliers are reviewed by Category Managers; enabling timely assessment and response. To support effective risk management at contract level, relevant colleagues are required to complete mandatory Supplier Risk Training, ensuring consistent understanding and application of risk management expectations across our supply chain.

EcoVadis remains a key tool in assessing the risk associated with our supply chain partners. It is an independent sustainability ratings platform that assesses and scores our suppliers against factors including:

- Employee health and safety;
- Working conditions;
- Social dialogue;
- Career management and training;
- Child labour;
- Forced labour and human trafficking;
- Diversity, Equity and Inclusion; and
- External Stakeholder human rights

Sustainability specialists review evidence to validate an organisation's response. Evaluation, along with in-depth insights gained through Google newsfeeds and country risk scores based on World Economic Forum data, inform supplier scorecards. In 2025/2026, of the suppliers registered, none were found to be high-risk. This year we introduced new measures and a dedicated engagement plan to increase visibility of our supplier base, targeting a greater number of supplier assessments and driving maturity through EcoVadis's corrective action function. We will report on progress in our next Statement.

Taking Action

We continuously look to improve how we assess and engage suppliers with a greater level of risk, and in 2026 we will launch our new Impact Assessment Tool. This new tool aims to provide more detailed insights on the sustainability risks relevant to our supply chain. Importantly, it will empower our Procurement and Contract Management teams to develop assessment criteria, contract clauses and key performance measures that are tailored to their supplier categories – strengthening our approach to supplier due diligence.

Our minimum expectations of our Supply Chain

All suppliers, no matter their size, industry or location, must meet and be assessed against the standards we set in our Sustainable Supply Chain Charter before working with us. This includes:

- **Supplier evaluation:** Suppliers must confirm as a minimum, they undertake risk assessment, supplier due diligence, and deliver training and awareness within their approach to mitigating the risk of modern slavery; an approach adopted by UAS members. Responses are reviewed based on implementation of all these measures, and any gaps flagged early, so that a development plan can be developed if required ahead of contract award.
- **Real Living Wage and Living Hours:** Severn Trent requires all applicable suppliers and their subcontractors to pay the Real Living Wage 'RLW' as set out and updated by the Living Wage Foundation each year. In 2024, we also set out our commitment to Living Hours. Living Hours ensures workers receive at least 16 hours work a week, at least 4 weeks' notice of shift cancellations, and a contract that reflects actual hours worked. We continue to promote the benefit of Living Hours to all our suppliers, including its role in mitigating exploitation, and have started to engage with suppliers operating in higher-risk industries to ensure Living Hours is offered to all in-scope workers.
- **Contractual Commitments:** Through our standard contractual terms, we include compliance with the Modern Slavery Act, adherence to our Sustainable Supply Chain Charter, expectation that the RLW will be paid to all applicable employees in line with annual uplifts and where appropriate, Living Hours offered. We also stipulate that subcontractors must also deliver against these terms, including pre-employment checks.

Considering an evolving landscape and growing industry of exploitation, we know that we have work to do to bolster our standard approach to assessing suppliers, as well as holding them to account to more robust contractual terms. We know our biggest gaps lie in our supply chain visibility and increasing our due diligence beyond the initial in-depth assessment on contract award, both of our international supply chains and the heavily subcontracted workforces across our construction and service sectors. In line with our upcoming Impact Assessment Tool, this review and update is a key priority for the coming year.

Our approach for higher risk areas

We take a targeted and tailored approach to proactively addressing the risk associated with high-risk industries. We carry out enhanced supplier assessment and engagement for organisations operating in these areas. Our approach seeks to assess supplier understanding of the risk associated with their sector, capability to address this risk through delivery of our contract, and importantly, a commitment to collaboration with both us and our expert partners to strengthen our collective capability.

Our priority areas for engagement are focussed around supplier categories identified as high-risk by UAS members. These include Construction, Facilities Management (including Catering, Cleaning, Security and Grounds Maintenance), Waste Management, and warehouse logistics and distribution. We also recognise the increased risk associated with subcontracted labour, an area we plan on focussing on in the year ahead.

Our approach evolves each time we engage with a supplier operating in a high-risk industry, and we are committed to building in this learning for future engagement.

Our approach and commitment to engagement continues to build capability throughout our supplier base, whilst also mitigating risk to our business, the people who work on our behalf and those on other client contracts. Through each engagement we gain valuable insights that shape our future approach. This ensures we remain effective in identifying potential areas of risk and strengthening our resilience to exploitative practices.

To date, Severn Trent have had two potential instances of modern slavery raised within our supply chain, which were thoroughly investigated in accordance with our Escalation and Remediation Policy. For both investigations, the suppliers were fully cooperative and concluded with no instances of modern slavery being identified. Please see our Modern Slavery Statement from 2023-24 for more information.

Through proactive supplier engagement we have identified potential gaps in the approach of one supplier which could lead to potential worker welfare concerns. We are working collaboratively with the supplier to close these gaps and strengthen their approach and capability. Further updates will be shared in the next Modern Slavery Statement. In response to this, we plan to improve our internal capability to conduct worker welfare discussions on site by rolling out detailed training to key roles allowing for more frequent engagement and opportunities to prevent worker welfare concerns from going unnoticed. More detail of this can be found in the training section below.



Slave-Free Alliance are proud to continue supporting Severn Trent in the delivery of its Modern Slavery Supplier Assurance Programme. This year, SFA partnered with Severn Trent to deliver modern slavery supplier risk assessments and continue its programme of modern slavery awareness and refresher training. These activities have enabled Severn Trent to strengthen its understanding of modern slavery risks within its operations and supply chains whilst working collaboratively with suppliers to identify and address areas for improvement. This programme demonstrates the level of maturity Severn Trent has reached and its commitment to continuous improvement. The business remains focused on raising awareness of modern slavery, strengthening due diligence processes, and promoting responsible working practices throughout its operations and supply chain.

Elenor, Senior Advisor, Slave-Free Alliance



PHASE 1



We developed bespoke supplier selection questions that specifically address risk associated with the industry and the activity undertaken. They are based on principles of understanding, capability and commitment. Examples include outlining areas of greatest risk within their supply chain or responding to instances of worker exploitation in a scenario-based question.

PHASE 2



Following initial screening, we conduct interviews to probe beyond the written response and to gain a deeper understanding of the organisation's culture and strength of mitigation measures adopted. This face-to-face engagement sets an expectation to deliver beyond policy and importantly fosters a collaborative relationship early on – often building knowledge and capability with suppliers who are not successful in winning our contract, but who may go on to work with our peers.

PHASE 3



In some instances where greater clarity is needed, or the level of risk is perceived to be high, we may expect suppliers to undertake a management-level assessment with Slave-Free Alliance. This collaborative session encourages open discussion on the strengths and potential gaps in their approach, with a view to developing an improvement plan if required. The outcome of this assessment, including recommendations, is shared with all suppliers irrespective of contract award.

PHASE 4



Where needed, our Supply Chain Sustainability Team will support delivery against an improvement plan and ongoing engagement, with performance managed through Contract Management. In some cases, we may conduct worker welfare discussions to monitor progress and ensure measures are operationally effective. This was an area identified for improvement.

Solar: Realising a just transition

Through our Severn Trent Green Power ('STGP') business, we generate renewable energy from anaerobic digestion, wind turbines, hydropower and increasingly, solar technology; an industry that we acknowledge has inherent issues with the protection of human rights and traceability. As we accelerate our transition towards lower emissions and climate resilience, we remain committed to working only with suppliers who can evidence that progress on climate action is not achieved at the expense of human rights.

We are proud of the approach we are delivering alongside our expert partners DNV to assess and engage with our suppliers operating in this industry, ensuring our 'Solar Procurement Principles' are met. These principles form the basis of our approach:

- **Supplier education and awareness:** Assess and improve supplier knowledge and understanding of the human rights risks associated with the renewables industry. This is including but not limited to; raw materials extraction, product manufacturing and logistics, asset construction and ongoing management.
- **Supplier collaboration and engagement:** Promote opportunities for collaboration with engaged supply chain partners to continuously improve our collective capability to actively identify and address exploitation throughout operations and the supply chain. We will take a tailored due diligence approach at each stage of the procurement lifecycle.
- **Transparency and mapping:** Strive to improve transparency, traceability and visibility of our supply chain through mapping. We will ensure this commitment is a pre-requisite to working with us.
- **Sector leverage and collaboration:** Use our collective sector leverage to promote change, collaborate and adopt shared ways of working through our partnership with Utilities Against Slavery (UAS).

Our solar footprint is expanding, with programme delivery underway across our four large scale solar farms in England. At each stage of decision making, operational delivery of our 'principles' remains a fundamental part of the programme. We are building in lessons learned to continuously strengthen our approach to supplier selection and ongoing engagement. We continue to be guided by our expert partners throughout, and will update on progress in our next Statement.

Solar Farms

In selecting our EPC supplier, we used bespoke and enhanced supplier selection questions to gain initial insights into their understanding of the complex issues associated with their industry, and the mitigation measures in place to address this risk through each phase of delivery e.g., manufacturing and installation. Whilst this was helpful in assessing a level of knowledge and commitment, we found that we needed a deeper level of assessment to assess maturity in the delivery of policy and practices.

Case Study: Collaborating with our partners for continuous improvement

Our expert partners DNV supported us in the process, conducting in-depth engagement with our preferred supplier. They assessed areas including alignment with key laws and standards e.g., OECD guidelines, supply chain governance, supplier due diligence process, transparency & traceability, audit capability and capacity building. No material concerns were identified; however, we did identify opportunities for collaboration, particularly in relation to assessing capability of the proposed panel manufacturer. As a result, we arranged a dedicated in-depth assessment on the panel manufacturer, and additional reassurances sought and evidenced in relation to third-party verified traceability assessments. These included batch sampling and Sedex social audits on the manufacturing facility of the PV modules supplied for the project, requirements that are set out in our stringent contractual clauses to ensure delivery.

As we move towards the construction element of this programme, our focus will shift towards ensuring the welfare of workers undertaking this activity. Delivering in collaboration with our EPC supplier, DNV and SFA will assess any potential risk linked to the demographic of this workforce, including migrant and contracted labour. They will carry out regular worker welfare discussions across all 4 of our sites.

Stakeholder engagement to develop and facilitate training

Everyone who works for Severn Trent has a mandatory requirement to complete a modern slavery e-learning module to ensure company-wide awareness. The training was developed by our partners SFA and this year was refreshed by our Academy team, with content and functionality reviewed by our Modern Slavery Working Group.

We regularly promote opportunities for colleagues to build their understanding of this issue and importantly the impact this has on those individuals affected. In February 2026, in partnership with Supply Chain Sustainability School and Align we delivered a webinar focussed on lived experience, with a guest speaker talking through her experience of being trafficked and forced to work in the UK. This was a powerful session that confronted the reality of Modern Slavery and the proximity to our businesses, and highlighted the missed opportunities for this individual to be identified earlier. This webinar is available to colleagues throughout the business and acts as a reminder of the important role we all play to identify and report concerns about anyone working on our sites or on behalf of Severn Trent.

Seeking opportunities to collaborate and develop shared resources and training for both internal teams and our supply chain through Utilities Against Slavery continues to be a focus. These include video briefings on how to conduct supplier and site assessments and a procurement-focussed learning pathway. This builds upon resources and events developed around Anti-Slavery week where we can promote them heavily with the momentum the week offers.

Targeted training

This year we refreshed and relaunched our Modern Slavery Awareness Training. Delivered by Slave-Free Alliance, this half-day session is aimed at teams who engage regularly with our Supply Chain partners. Training is mandatory for key roles, including our Procurement, Contract management and Capital Commercial teams, Capital Delivery colleagues (including Project Managers

and Site Supervisors), and for the first time, First and second line assurance teams, who visit our internal and supplier-run sites. The sessions are engaging, offer a space to ask questions, and importantly aim to build confidence in understanding where the risk sits, the factors that influence this, and how to escalate if they have any concerns. This session provides a more detailed understanding of the specific indicators that may be apparent in Severn Trent's supply chain and through scenario-based tasks the complexities associated with managing potential concerns once raised. These sessions are being rolled out frequently to make sure everyone can take part. For those who have completed this before, an SFA-led, interactive webinar is currently in development, to remind colleagues of those key messages.



I found the Modern Slavery Awareness training to be highly informative and insightful. It highlighted the risks that can exist within supply chains and demonstrated how easily modern slavery can occur if not properly managed.

Georgia, Procurement and Contract Management Team



What stood out to me most was the global human impact of modern slavery. The training was a wake-up call and put real emphasis on individual responsibility to recognise potential signs and escalate any concerns if something doesn't feel right. In addition, I appreciated the fact that early intervention can make a real difference.

Abby, Project Manager, Waste Treatment



Building supplier knowledge and capability

We have a responsibility to our supply chain to build knowledge, awareness and strengthen capability to effectively identify, respond and build resilience against all forms of exploitation. Proactive supplier assessment and engagement allow us to provide tailored 1:1 support where gaps are identified, and for our wider supply chain we regularly raise awareness of the issue through promotion of resources, training events and dedicated supplier communications. Our expert partnerships and collaborative relationships are key to enabling this.

As we are partners of the Supply Chain Sustainability School, all of our suppliers have free access to resources, training, e-learning, videos, tools on a wide range of sustainability issues, not least including Modern Slavery. This is especially important for our SMEs and micro-SMEs who may not have the in-house resource to deliver training to their workforce.

Through our collaboration with Utilities Against Slavery (UAS) and Built Environment Against Slavery (BEAS) we were able to promote a series of events to our supply chain partners this year, including co-delivering an event for SMEs during Anti-Slavery Week 2025. Over 150 attendees, representing our collective supply chain, heard how businesses and their suppliers can collaborate to address modern slavery risk, and how to interpret and implement the UK Government's Transparency in Supply Chain (TISC) guidance. Plans are already in development for future sessions, including the promotion of BEAS's Small Businesses roadshow on 'Taking action on labour exploitation', and the next UAS-led Anti-Slavery week event focussing on high-risk materials and effective remediation processes.

Continuing to raise awareness

In addition to the mandatory training provided to employees, we continue to raise awareness of modern slavery through resources available on our intranet platform, 'On Tap'. This includes guidance on identifying the signs of modern slavery, ways to report a concern and signposts to external educational resources from our partners the Slave-Free Alliance and the Supply Chain Sustainability School.

Our modern slavery awareness-raising involves a combination of internal and external communication plans to provide colleagues and suppliers with actionable insights on our collective role to identify and address modern slavery through emails, intranet articles and regular updates. For Anti-Slavery Week 2025, Severn Trent shared key messages across all our different communication channels including an article and poster campaign on identifying and spotting the signs of modern slavery and Slave-Free Alliance webinars.



Continuous Improvement of our Approach

Working closely with Slave-Free Alliance (SFA), we continuously look to improve our training offering to ensure we remain effective in identifying any potential indicators of exploitation. Building upon our current training programme, we are currently developing resources and a training session to build skills and confidence amongst key roles to conduct worker welfare discussions. Delivered by SFA, this session will enhance our capability to identify potential concerns on sites where suppliers are working on our behalf, ensuring their procedures outlined in policy are operationally effective on the ground. We aim to roll this out late 2026, starting with teams who engage with suppliers operating in our higher risk categories; including Category and Contract Managers, Facilities Management and Assurance.

To support in instances where potential concerns are found, we also plan to roll out our scenario-based 'incident response' training beyond our Modern Slavery

Working Group, strengthening our capability and, importantly our resources to effectively escalate and respond to instances of potential modern slavery. In 2026/27 we will also explore how we utilise the training resources co-developed through UAS, including the Procurement Learning pathway, and the Cadent Gas video aimed at helping Utility Engineers identify signs of Modern Slavery in the communities we serve.

Our Supplier Summit programme is still in development; which aims to encourage open discussion, share knowledge and identify opportunities to further build our collective response to identifying and addressing modern slavery and worker exploitation. Through valued collaboration with UAS members, we will strengthen this further by continuing to develop training material and events for our shared supply chain; starting with an upcoming event focussed on escalation and remediation.



Evaluating Our Performance

We have developed Key Performance Indicators (KPIs) to help us to monitor and report on the effectiveness of our actions. We also monitor a wider range of metrics internally. Our KPIs have evolved in line with our approach, and we have included both qualitative and quantitative measures to provide a holistic view of our performance.

Progress against our KPIs during 2025/26

KPI	TARGET	PROGRESS
ORGANISATIONAL CULTURE Having the right culture is fundamental to our approach.	>8/10	8.8/10 – the score given to Severn Trent by employees answering the question: ‘If I suffered or witnessed wrongdoing at work, I’d be confident Severn Trent would respond appropriately’. Top 5% of global energy and utilities for employee engagement. This supports that we have a culture where our people feel comfortable to challenge and raise concerns, confident that they will be listened to, taken seriously, and appropriate action will be taken as required.
REPORTING OF POTENTIAL RISKS Ensuring that our people and supply chain are confident to report perceived risks.	Develop a culture of trust amongst our people and supply chain.	No instances of modern slavery or potential concerns have been raised this year. Refer to our ‘Speak Up’ policy for more information.
SUPPLIER DUE DILIGENCE AND ADHERENCE The greatest risk of the occurrence of modern slavery lies within our supply chain. Our approach is focused on our highest risk categories.	100% of contractors are signed up to our Supply Chain Charter.	As a minimum, all suppliers are required to commit to and deliver against the principles outlined within our Charter. Our approach to proactive supplier assessment and engagement demonstrates our commitment to addressing this issue collaboratively, working with our suppliers and peers to drive best practice.
TRAINING AND AWARENESS Company-wide and targeted training focused on impact.	95% of employees completed modern slavery e-learning.	99% of employees have completed modern slavery e-learning by the end of 2025/26.

Focus areas for 2026/27

We seek to continuously improve our approach to identifying and addressing potential modern slavery risks

- 1** A focused assessment to strengthen the Group-wide efficacy of our Modern Slavery Working Group, including actionable plans across a broader suite of our business areas.
- 2** Integration and alignment of our expectations and approach to ensure consistency across all Severn Trent Group companies, including those recently acquired.
- 3** Building internal capability on worker welfare discussions
- 4** Define our approach to a Just Transition as part of our Net Zero Transition Plan.
- 5** Continue to enhance standard supplier due diligence, and engagement activity in high-risk supplier categories

Outcome of the organisation's approach

Through increased awareness and a strong commitment to gain insight from the expertise of our partners, we have maintained vigilance of the increased risks associated with Modern Slavery exacerbated by global social conditions. In doing this, we have focused our internal capability to better identify modern slavery risks, creating greater opportunities to monitor, assess and respond effectively.

During the year a key focus area for our Modern Slavery Working Group has been risk mitigation with focused risk assessment sessions, led by our Assurance and Risk Manager who is part of our group. Our modern slavery risk remains formally recorded within Riskconnect, our corporate risk management platform. The 11 associated controls are all assessed as either Satisfactory or Effective and are subject to regular review by the Modern Slavery Working Group, where progress and performance remain a standing agenda item.

We have taken a tailored approach to proactively addressing the risk associated with high-risk industries. We have delivered enhanced supplier assessment and engagement for organisations operating in these areas. A focus on bringing partners and suppliers together to strengthen collective capability has been a key aspect of our work this year.

Raising awareness amongst our people will remain a key priority and this year, as with the past few years, enhancing the frequency and means of communicating the risks of Modern Slavery have been a key focus. We have done dedicated interviews with staff on our intranet and held lunch and learns with partners Utilities Against Slavery and the Supply Chain Sustainability School. Members of our Modern Slavery Working Group also attended the UAS Conference, networking with policymakers, practitioners, and industry peers for education and discussions on emerging human rights regulations, due diligence, and governance frameworks.

The risks of Modern Slavery show no signs of waning, and we recognise there is much more we can do as highlighted within our key actions for the following year.

CONCLUSION

Our 2026 Anti-Slavery and Human Trafficking Statement outlines the progress we have made over the past year in reviewing, assessing and strengthening our approach to addressing and mitigating modern slavery risks across our business and supply chain. Modern slavery remains a critical issue that demands ongoing vigilance and a firm commitment to eradication – an imperative reinforced by the updated guidance issued by the Home Office in March 2025.

We remain resolute in continuously evaluating and evolving our approach to ensure that modern slavery is prevented within our value chain. We are committed to advancing our approach by working in collaboration with all our stakeholders who share our commitment and sharing best practice in areas of strength so that others can also advance on their commitments.

To contact us about our commitment to addressing modern slavery, please email:

corporate.responsibility@severntrent.co.uk



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