

UN GLOBAL COMPACT COMMUNICATION ON PROGRESS REPORT

Severn Trent PLC
2020/21

COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

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CEO STATEMENT OF CONTINUED SUPPORT

The UN Global Compact provides a universal language for corporate responsibility and a framework to guide all businesses regardless of size, complexity or location.

As a company taking care of one of life's essentials – water – we know that the resilience of our business is intrinsically linked to the resilience of our region, its communities and the natural environment. Our Sustainability Framework, launched in March 2020, is linked to the UN Sustainable Development Goals ('SDGs') and has three pillars:

- Taking care of the environment
- Helping people to thrive
- Being a company you can trust

This framework aligns with, and incorporates the 10 principles of the United Nations Global Compact covering human rights, labour, environment and anti-corruption. We have committed to supporting the United Nations Global Compact since 2004, and we are pleased to reaffirm our continued support.

Our [2021 Sustainability Report](#) describes our approach and acts as a helpful guide to signpost the reader to external sources where we describe our ongoing commitments, and the policies and procedures we have in place to ensure that the Global Compact and its principles are integral to our business and the values we live by.



Liv Garfield
Chief Executive



Support of 10 principles of the UN Global Compact

Global Compact Principle	ST Plc corresponding written statement	Sustainability Report Reference
Human Rights		
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>Doing the Right thing Policy</p> <p>Group Human Resources Policy</p> <p>Modern Slavery Statement</p> <p>Sustainable Supply Chain Charter</p>	<p>Additional Information, page 62</p> <p>SASB/GRI Content Index, page 86-87</p> <p>Building a better business, page 59</p>
Labour		
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: the effective abolition of child labour; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>Group Human Resources Policy</p> <p>Doing the Right thing Policy</p> <p>Modern Slavery Statement</p> <p>Sustainable Supply Chain Charter</p> <p>Doing the Right thing Policy</p> <p>Group Human Resources Policy</p>	<p>GRI Index Indicator 102-41</p> <p>Building a better business, page 59</p> <p>Sustainability Framework, page 22</p> <p>Building a better Business, page 50</p> <p>Full data set, page 68</p> <p>SASB/GRI Content Index, page 86</p>

Support of 10 principles of the UN Global Compact

Global Compact Principle	ST Plc corresponding written statement	Sustainability Report Reference
Environment		
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p>	<p>Doing the Right thing Policy Group Environment Policy Caring for our Environment</p>	<p>CEO Statement, page 3 Sustainability Framework, page 22 Looking after the world around us, page 25-27</p>
<p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p>	<p>Doing the Right thing Policy Group Environment Policy Caring for our Environment</p>	<p>CEO Statement, page 3 Sustainability Framework, page 22 Looking after the world around us, page 25-27 Building a better business fit for the future, page 50-51 Supporting our region, page 37-39 Sustainability Key Metrics, page 23</p>
<p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Innovation Caring for our Environment</p>	<p>Sustainability Framework, page 22 GRI/SASB Index, page 77</p>
Anti-Corruption		
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>Doing the Right thing Policy Group Conflicts of Interest Policy Group Competition and Competitive Information Policy Group Financial Crime Policy</p>	<p>GRI Index Indicator 205-1, 205-2, 205-3 and 206-1 Full data set, page 71</p>