



DOING THE RIGHT THING

GROUP HEALTH, SAFETY AND WELLBEING POLICY

Nobody should get hurt or made
unwell by what we do

Date issued: January 2023

WONDERFUL ON TAP

SEVERN
TRENT

CONDUCTING BUSINESS THE RIGHT WAY

Doing the Right Thing helps us understand how we can put our core values into practice every day. It's for all of us and represents our minimum standards and expectations.

By Doing the Right Thing every day, we can protect our reputation, our people, and all of those who work with us to help deliver on our commitments to:

- Build public trust
- Live our values every day
- Comply with laws, regulation and our standards
- Not tolerate illegal or unethical acts
- Treat everyone fairly (including our people, customers and suppliers)
- Be a responsible and sustainable company
- Create an inclusive environment
- Give our people confidence to Speak Up if they see things that are not quite right.

Our Group Policies support Doing the Right Thing and can be found [HERE](#).



INTRODUCTION

GOAL ZERO

At Severn Trent, Health, Safety and Wellbeing (HSW) is embedded within everything we do and is critical to the success of our business. Our vision is that 'no one gets hurt or is made unwell by what we do' and that's why we are committed to achieving Goal Zero. Protecting the HSW of everyone we work with, including the communities in which we work, is one of our core responsibilities. We are committed to achieving an environment and culture which is incident free, and we will continue to raise the standard of HSW in order to achieve our vision.

That's why we're committed to;

- Investing in the wellbeing of our colleagues to help them provide the best service they can, and
- Making sure that no-one, that's our colleagues, supply chain partners, customers and the communities we work within, are not hurt or made unwell by our work.

Scope

Our Group Health, Safety and Wellbeing Policy applies to you if you are employed by, or carry out work on behalf of Severn Trent Plc and extends to any Severn Trent group company, employees, contractors, temporary staff and agency workers.



OUR POLICY

We will:

- Maintain a Health, Safety and Wellbeing (HSW) Strategy with clear goals, objectives and plans that will keep us focused on doing the right thing - keeping people safe and well, every single day.
- Understand our legislative requirements and ensure that we are compliant.
- Embed HSW Standards and processes that are straightforward so that people know what is expected of them.
- Demonstrate visible leadership, including setting a personal example, promoting best practice, encouraging and recognising anyone who contributes to the delivery of our vision.
- Create safe environments, safe systems and safe behaviours to ensure that no one gets hurt or is made unwell by what we do.
- Speak up if we believe the work environment or task is unsafe or if we see an unsafe behaviour.
- Provide an Occupational Health and Wellbeing programme that promotes the physical, social and mental wellbeing of employees.
- Ensure our suppliers and business partners meet our requirements, share lessons learned and work together in the pursuit of best practice.
- Openly and honestly report incidents and learn from them.
- Continue to build on our successes and improve towards achieving zero incidents.

Commitments:

To fulfil these commitments across our company we will:

- Implement HSW Management Systems of which risk assessment is the cornerstone.
- Equip all our people with the necessary skills through the provision of information, instruction and training to enable them to contribute fully to our aim.
- Empower our people to work in a safe and healthy way.
- Nurture a positive culture of holding each other accountable.



OUR RESPONSIBILITIES

A full-page background image showing a worker in a high-visibility yellow vest and blue cap standing in a large industrial tunnel. The tunnel is lined with large, dark pipes on the left and right. The floor is concrete and appears wet or oily. The lighting is dim, with some light coming from the distance.

Our employees' responsibility

We are all responsible for creating a safe working environment.

Health, Safety & Wellbeing is a responsibility shared by everyone, whether you undertake the task yourself or supervise the work of others.

You need to consider and implement the commitments made in our Group Health, Safety and Wellbeing Policy when undertaking your work activities and decisions.

Our leaders

Leaders are responsible for making proper arrangements within their business areas to ensure compliance with this Group Health, Safety & Wellbeing Policy.

STEC

The Severn Trent Executive Committee of the Severn Trent Plc Board provides regular oversight of this Policy.

REPORTING CONCERNS

Information about this policy and relevant guidelines are communicated through our internal communication channels

I HAVE A CONCERN

If you have a **concern** about any issues relating to this policy or relating to anti-competitive behaviour you should report this through your line manager. Alternatively, **concerns may be raised** with any of the following group senior executives: the CEO, the Group Commercial Director, the HR Director or General Counsel or through our confidential and independent whistleblowing helpline. Please refer to our **'Speak Up'** policy.

SEVERN TRENT'S COMMITMENT

We are **committed** to ensuring that we **act with integrity** and that we are straightforward, honest and **compete openly and fairly**. We will deliver training and development to our people to ensure they understand the high standards they are expected to work to. We will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

I HAVE A QUESTION

If you have a **question** about this policy or any anti-competitive issue, you can contact the Head of Legal or the Company Secretary.



The background image shows two workers in high-visibility safety gear, including hard hats and reflective vests, walking away from the camera on a paved path. The worker on the left has 'WATER' written on their vest. To the left of the workers is a large industrial structure with scaffolding and pipes, likely part of a water treatment plant. In the background, there is a tree and a building under a clear sky.

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