

South West Water's Code of Conduct for Suppliers details our expectations of the way all of our suppliers operate their businesses in relation to their employees, the wider community and the environment.

South West Water encourages and expects all suppliers to adhere to the following clauses in all their activities, not only activities relating specifically to the business of South West Water.

As a supplier to South West Water I declare that my business will:

- Conduct our business activities ethically and with integrity.
- Comply with all applicable legislation and regulations.
- Maintain the highest professional standards of financial and regulatory reporting.
- Not tolerate or engage in any form of corruption or bribery and comply with all aspects of the Bribery Act 2010.
- Comply with all aspects of the Modern Slavery Act 2015 and ensure that slavery and human trafficking is not taking place in any part of its own business or supply chains.
- Prohibit the use of child, prison or forced labour in all our activities throughout the world.
- Not trade with suppliers who do not enforce the principles of this code of conduct in their own supply chain.
- Human Rights:
 1. promote equal opportunities for all employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, gender or age
 2. respect the personal dignity, privacy and rights of each individual
 3. refuse to employ or make anyone work against their will
 4. refuse to tolerate any unacceptable treatment of employees such as mental cruelty, sexual harassment or discrimination
 5. guarantee that the applicable national minimum wage is paid as a minimum level of remuneration to all employees
 6. comply with the maximum number of working hours as specified by applicable laws
 7. recognise the right of free association of employees and to neither favour nor discriminate against members of employee organisations or trade unions
- Health and Safety:
 1. provide a safe workplace that complies with all applicable health and safety laws and regulation
 2. take responsibility for the health and safety of all our employees
 3. work to reduce the causes of accidents and injuries and poor health
 4. provide training and educate employees about health and safety issues
 5. develop and maintain a robust occupational health and safety management system
 6. comply with SWW Health and Safety requirements
- Environmental:
 1. act in accordance with all applicable statutory and international standards regarding environmental protection
 2. develop strategies to reduce our environmental impact
 3. develop strategies to minimise our carbon footprint
 4. report on our carbon footprint
- Declaration of Interest: any personal connection to a person or group within the supply chain that could potentially lead to accusations of unfair practice must be declared to South West Water. It is recommended that the South West Water Head of Procurement is regarded as the first point of contact should a declaration need to be made.
- South West Water Ltd and our parent company Pennon Group Plc operate a Whistleblowing policy (available upon request and on South West Water's web site: <http://www.southwestwater.co.uk/index.cfm?articleid=3914>). It is recommended that the South West Water Head of Procurement is regarded as the first point of contact for members of South West Water's supply chain who are considering Whistleblowing.