

## **Human Rights Policy**

Kelda's Human Rights policy applies to every Kelda employee and is based on the following key principles:

- A recognition of international human rights, as set out in the International Bill of Human Rights, and the principles described in the UN Global Compact (which are set out in the appendix to this policy);
- Conducting all of our business lawfully in all the communities that we serve and in a manner that respects and promotes human rights and equality for all employees, agency staff and suppliers wherever they are based;
- A recognition and respect of the fundamental human right to allow employees/people to lead a dignified and independent life, free from abuse, violations and any form of discrimination;
- A recognition that peoples' human rights can be directly and indirectly affected by the company's operations, products and services, and to take steps to identify and reduce the company's negative impact on communities and environments wherever possible;
- A desire to act as a responsible organisation in achieving a common set of standards applying to all peoples and all nations in the commitment to continual social and economic improvement;
- A recognition of freedom of association so that employees can join groups of their own choosing, and to cooperate in good faith with those groups when taking collective action to pursue the interests of employees within the appropriate national legal frameworks; and
- A commitment to seek to only enter into contractual relations with third parties who demonstrate a desire to apply similar principles to the above through their own frameworks and initiatives.

### **Supply Chain**

Kelda recognises that the successful implementation of our Human Rights Policy is heavily influenced by the cooperation and support of our supply chains. Accordingly, we shall actively manage and monitor our supply chains to ensure that their actions and working practices are consistent with our Human Rights Policy.

If suppliers or contractors act in a way that is inconsistent with our Human Rights Policy and/or are complicit in any human rights abuses, Kelda will look to terminate their contracts and end all commercial relations with them.

### **Other Policies**

Kelda's Human Rights Policy is intrinsically linked to its policies on:

- Recruitment;
- Dignity at Work;
- Conduct & Capability;
- IT Security;
- Health & Safety;
- Occupational Health & Wellbeing;
- Corporate Responsibility;

- Collective Consultation; and
- Expenses.

The Human Rights Policy should also be read in conjunction with Kelda's Strategic Business Objectives of:

- Excellent catchments, rivers and coasts;
- Water efficient regions;
- Safe water;
- Sustainable resources;
- Strong financial foundations; and
- Being a trusted company.