

Smart Metering Delivery

Contract No: C-04093

PQQ October 2023

## Appendix E6. Modern Slavery & Human Trafficking Questionnaire



## E6. Please provide details of what your organisation does to prevent slavery or human trafficking

Morrison Water Services (MWS) is absolutely committed to preventing slavery and human trafficking in its corporate activities and to ensuring that our supply chain is also free from slavery and human trafficking.

Our approach to being a responsible business which complies with UK legislation and internationally recognised labour standards is set out in a number of our policies:

- Modern Slavery Statement (sets out our actions to understand modern slavery risks and what measures we have put in place to prevent it)
- Ethical Business Code of Conduct (issued to employees and suppliers)
- Equality & Diversity Policy (includes recruitment agencies/subcontractors)

These policies are fully reviewed and checked by Achilles. We have been found to be fully compliant with their standards and have achieved a score of 100/100 for the year 2022 to 2023 for our corporate and social responsibility (**Appendix E6.A Achilles Audit Certificate**).

We operate exclusively in the UK with all direct employees engaged by our central HR team. Our preferred operating model is to use predominantly direct labour, and our direct labour ratio is expected to be >75%. We therefore consider the overall risk of slavery and / or human trafficking to be very low.

We also carry out the following anti-slavery initiatives:

- Risk Assessments: Group Head of Procurement and HR Director, supported by the Head of Group Insurance and Risk Management and Internal Audit Manager will assess the risk of slavery or human trafficking within the supply chain as part of the Company's overall Risk Management and Governance.
- Investigations/due diligence: The Internal Audit Manager is responsible for carrying out investigations supported by the HR Department and Group Commercial Department. The Procurement Department and Commercial teams are responsible for ensuring the Company's policies are communicated to the supply chain partners, and form part of the ongoing supplier assessment process, which is managed by the Group Commercial Department.
- Training: All middle managers and above engaged in procurement activities with supply chain responsibilities will complete ongoing training/refresher training on business ethics and modern slavery and human trafficking. All direct employees are required to complete a mandatory online training module when they join. This training is logged by HR to ensure compliance, and where applicable, dates are set for mandatory refresher training.
- Right to work: For all directly employed employees, we carry out Right to Work in the UK checks and pay minimum wages or above in accordance with published UK government legal guidelines in respect of National Minimum and National Living Wage. For all indirect workers we carry out a Health & Safety and Contract Familiarisation induction prior to their commencement of work at which we are able to check their identity, qualifications and competence.