

## F3 – Human Rights and Fair Treatment

**Human Rights including Anti Modern Slavery (Diversity, Equality, Living Wage, Forced and Child Labour)**

**Applicants to demonstrate a commitment to social responsibility through an embedded culture of human rights and fair treatment for all in its organisation and how this flows through into their supply chain.**

**Responses shall include details of the following:**

- **Confirmation that there is a policy or public statement (i.e. publicised statement on the modern slavery statement registry) in relation to the below four sub bullets, that describes its position, promoting and checking this throughout the supply chain.**
- **human rights, modern slavery and labour standards**
- **diversity and equality**
- **commitment to equal pay and the living wage (as defined by the Living Wage Foundation)**
- **ensure your supply chain are paid on time**

**It is acceptable that this is embedded in a wider policy e.g. Corporate Responsibility/ Sustainability. A link to a copy of the statement should be given with this response.**

- **Detail and frequency of actions taken to mitigate and monitor these risks within the supply chain**
- **Understanding, awareness and evidence of taking steps to tackle human rights issues as defined by published international standards (e.g. UN Global Compact, Universal Declaration of Human Rights and ETI base code)**
- **How people are treated and how it ensures legality of workers with direct employees, indirect employees (suppliers) and their supply chain**

**The Applicant must demonstrate that they have in place the following in order to obtain a PASS for this question:**

- **Robust policies/procedures/guidance in place to mitigate human rights / modern slavery / labour standard risks throughout its supply chain, with demonstrable actions, appropriate governance and assurance in place to mitigate them**
- **A clear and in depth understanding of the human rights / modern slavery / labour standard risks throughout its supply chain, including sourcing of both labour and materials**
- **Evidences how equality and diversity is prioritised for all regardless of age, race, gender, class, sexual orientation, religion or belief, disability or nationality**
- **Demonstrates a commitment to equal pay and the living wage (as defined by the Living Wage Foundation) and how the supply chain will be paid on time**
- **Training and personal development opportunities offered to staff at all levels in relation to human rights issues, awareness of modern slavery and published remediation/ whistleblowing**

Morrison Water Services (MWS) is committed to social responsibility. We ensure that we have a positive impact on employees, their families and communities by having an embedded culture of human rights and fair treatment, no matter what level of the organisation or supply chain. This is documented in our group Modern Slavery & Human Trafficking Statement: <https://mgroupservices.com/esg/modern-slavery-human-trafficking-statement/>.

MWS is committed to taking action against any potential modern slavery risks pertaining to the business or the group it is a part of (M Group Services (MGS)) and its associated businesses. We are dedicated to ensuring that there is no slavery or human trafficking in any of the supply chains under our control.

We acknowledge our responsibility to adopt a robust approach when it comes to slavery and human trafficking. Both MWS and our supply chain are committed to preventing slavery and human trafficking in all its forms.

Our operations are currently limited to the UK and Ireland, and we work with supply chain partners who are also based in the UK. While we remain constantly vigilant, we believe that the risk of slavery and human trafficking is very low. This belief is supported by the fact that there have been no reported incidents of modern slavery in our supply chain.

When it comes to our direct employees, we perform Right to Work checks for the UK and ensure that employees are paid at least the minimum wage in accordance with UK government legal guidelines, including the National Minimum and National Living Wage. For indirect workers, we provide a Health & Safety and contract familiarisation induction before they start working with us. During this induction, we verify their identity, qualifications, and competence. We also conduct regular audits of our obligations under this policy, as required by our clients. We are committed to supporting our clients in their shared responsibility of preventing modern slavery through effective supply chain management.

MWS conducts a comprehensive supply chain evaluation process throughout the organization, consisting of compliance checks and risk assessments. This process ensures that our service partners meet or exceed the modern slavery and human trafficking policy requirements set by MGS. During the period of 2022/2023, a total of 2,418 partner organizations have completed this process and have received approval from MGS.

In cases where we identify a material risk, we conduct supply chain assessment audits to ensure compliance with agreed policies. Our procurement teams continuously monitor our supply chain partners and conduct assessment audits where we identify a potential risk of slavery or human trafficking.

We are committed to ensuring that our supply chain partners adhere to the highest standards of ethics. Partners are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with our supply chain to ensure that they meet the standards of the code. Violation of our code of conduct by a supply chain partner results in our termination of the business relationship.

MGS' ethical business code of conduct forms part of the contractual documentation issued and is made available to all supply chain partners during engagement. We also provide links to an "Extranet" site where suppliers and subcontractors can access controlled documentation including the Ethical Business Code of Conduct.

As part of our supply chain evaluation, candidates are asked if they have a policy/statement that sets out the steps their organisation has taken during the financial year. This is to ensure that slavery and human trafficking are not taking place in any of their supply chains or in any part of their own business. If any potential supply chain partner is unable to demonstrate their policies, we ensure that they agree to act in accordance with our policy.

We recognise and value the benefits from our workforce diversity. We work hard to build and maintain inclusive environments and develop a culture where our people feel included and valued.

We believe our business is richer because of our approach to Inclusion & Diversity and we want to enable everyone to feel comfortable with being themselves at work regardless of age, gender, ethnicity, disability, sexuality, social background, religion or belief.

Our inclusion and diversity policy states we will: In order for the company to continue transforming itself to better adapt to the ever-changing business environment, we will set out our drive towards a more ambitious vision which brings about meaningful and sustained change.

We want to ensure that equality, Inclusion & Diversity is embedded in our culture and is reflected in our people and their behaviours.

We endeavour to:

- Provide fair and open access to all development opportunities to fully utilise the existing talent within our business
- Improve the recruitment and retention of people from diverse backgrounds
- Use a range of channels to attract diverse candidates
- Ensure employment decisions are objective
- Ensure that all people are treated fairly and with respect
- Ensure all complaints are dealt with sensitively, quickly and appropriate action, if needed, is taken in a timely manner
- Build effective relationships within the wider community through community-based groups and stakeholders
- Be committed to reviewing all existing policies within the business to ensure they demonstrate our approach to Inclusion & Diversity

For further information, please refer to **Appendix F3 – Diversity and Inclusion Policy**.

Our Reward and Recognition Policy is designed to recognise and reward our people for their commitment and contribution in the delivery of the Company's business objectives. Our success relies on the talent and contribution of all our people and in return we will value and reward what they contribute and achieve.

The Company will always pay a minimum of the prevailing National Living Wage rate applicable to age 23 and over to all our people, regardless of age, other than those in a recognised trainee role who are in their first year of employment.

For further information, please refer to **Appendix F3 – Reward and Recognition Policy**.

To ensure understanding and increase awareness of human rights issues training is provided to all staff. 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.