

WORKPLACE

Employees are the principal key asset and resource of Pennon Group Plc and its Group companies. Central to Pennon Group's corporate responsibility is seeking to ensure that employees are highly trained, motivated, safe, of good health and satisfied with their working environment. The Group's values and vision in respect of the workplace are reflected in the Group's strategy and ethics policy and in detailed workplace policies including health, safety and wellbeing; equal opportunities and diversity; human rights; and employee relations.

- Health and safety

Providing and maintaining a working environment for all our employees that is safe and prevents injury and ill health remains a core priority. As the Group continues to expand and develop its businesses, it will continually seek to improve its health and safety performance by implementing programmes which focus on workplace behaviours and attitudes; learning from accidents that do occur; developing new approaches to managing stress; and helping employees understand their personal health risks.

- Equal opportunity and diversity

The Group is an equal opportunity employer, embraces diversity in its workforce and seeks to ensure that every employee is treated with the same respect and dignity irrespective of their background or physical and ethical perspectives. All decisions about employees for the purposes of recruitment and selection, compensation, development, promotion and benefits are solely based on the employee's ability, skills, experience, behaviour, work ethic, performance and potential.

- Human rights

The Group is fully supportive of the principles set out in the UN Declaration of Human Rights and the Group Ethics Policy outlines the high standards of employment practice with which everyone in Pennon Group is expected to comply. The Group also supports the International Labour Organisation's core conventions for the protection and safety of workforces wherever they may be throughout the Group.

- Employee relations

The Group aspires to create and maintain good relations with all employees. Where appropriate and in accordance with specific recognition agreements employee representative groups are established for consultation purposes and Trade Union liaison is undertaken to ensure that employees are fully represented in the making of decisions about their working environment and terms and conditions of employment.

- Health and wellbeing

Pennon Group is committed to the wellbeing of its employees. A wide range of policies and practices are applied throughout the Group in pursuit of the health and wellbeing of employees. They include family friendly practices such as flexible working, part time working, parental leave and general health initiatives such as encouragement to reduce smoking and manage stress.

Group companies are required to establish and operate appropriate policies for their workforce embracing the principles and policies set out in this Group policy.

This policy is reviewed annually by the Sustainability Committee of the Pennon Group Board. All sub-policies are reviewed annually with a view to achieving continuous improvement by each operating company.