

VEOLIA WATER SYSTEMS (VWS) UK LTD **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

INTRODUCTION

This statement sets out the actions Veolia Water Systems (VWS) UK Ltd has taken in our last financial year to ensure that our business and supply chains are slavery free. This statement is made in accordance with section 54 and details actions which we continue to take to identify and combat the risk of modern slavery occurring in our business activities or supply chains. This statement relates to actions and activities during the financial year **1 January 2024 to 31 December 2024**.

VWS recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The company is committed to preventing slavery and human trafficking in its corporate activities and to ensuring our supply chains are free from slavery and human trafficking.

OVERVIEW OF OUR BUSINESS

VWS is a part of Veolia, the world's leading environmental solutions company. Veolia group is the global leader in optimized resource management. With over 220,000 employees worldwide, the Group designs and provides water, waste and energy management solutions that contribute to the sustainable development of communities and industries. Through its three complementary business activities, Veolia helps to develop access to resources, preserve available resources, and to replenish them.

VWS provides the complete range of equipment and services required to design, build, maintain and upgrade water and wastewater treatment facilities and systems for scientific, healthcare, industrial, municipal and public authorities.

We offer a wide range of leading-edge technologies backed by the expertise required to create tailor-made solutions and deliver ongoing service support including maintenance, refurbishment, water treatment chemicals and mobile water services

By working closely with our customers, we ensure that our technologies meet and exceed requirements, and deliver services to support them throughout the product life cycle.

OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

We are committed to the highest standards of business ethics and a culture of honesty and fair dealing and to ensuring there is no Modern Slavery or Human Trafficking in our supply chain or elsewhere in our business. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships. We have supporting policies on Ethics,

Anti Bribery and Corruption, Diversity and Whistleblowing. This means, amongst other things that we do not tolerate any form of corruption and we are committed to respecting internationally recognised human rights globally throughout our operations.

STEPS WE HAVE TAKEN

- Conducted appropriate risk-based due diligence on all relevant third parties before entering into any new or renewed contractual arrangements. We have monitored any potential risks and conducted the annual audit on all subcontractors.
- Reviewed and monitored our supply chain to make sure it is business appropriate.
- Continued to protect whistleblowers and encourage open communication throughout all levels within our business.
- Carried out regular governance training for managers
- Promoted the Veolia Ethics Guide as part of new starter onboarding
- Employees undertake regular refresher training on our code of conduct and associated compliance policies.
- All Training that has taken place is documented, annual cycles are in place.

ACTIONS PLANNED FOR 2024

- Continue to conduct appropriate risk-based due diligence on all relevant third parties before entering into any new or renewed contractual arrangements. We will monitor any potential risks and conduct the annual audit on all subcontractors.
- Drive equality, diversity and inclusion throughout the business and continue to assess our strategy to ensure we create a workplace and organisational environment that is trusted and open.
- Share our open communication throughout all levels within our business.
- Continue to promote the Veolia Ethics Guide.
- Continue to promote our relevant training offerings throughout the business.
- Coordinate to coordinate and track regular annual training programmes

In our contracts of employment, we include clauses specifically relating to human rights and anti-bribery. These clauses include, amongst other things, mutual commitments to respect internationally recognised human rights and to comply with applicable laws relating to bribery and corruption.

We provide appropriate training to our employees on Human Rights, Bribery and Corruption and Diversity.

We have reviewed our policies, processes to ensure that our actions meet the standards required by the act and as appropriate agreed action plans to improve the due diligence of our supply chain and the understanding of our employees to ensure any breaches are reported.



WATER TECHNOLOGIES

Anna D'Eath

Anna D'Eath
Head of Human Resources - VWS (UK) Ltd