



South Staffordshire Plc

# Modern Slavery and Human Trafficking Statement for Financial Year Ending March 2024

Last updated: 01.10.2024

# Contents

<b>Modern Slavery and Human Trafficking Statement</b>	<b>3</b>
<b>Our Structure</b>	<b>3</b>
<b>Reporting and Policies</b>	<b>3</b>
<b>Raising Concerns</b>	<b>4</b>
<b>Our Supply Chain</b>	<b>4</b>
<b>Our Employees</b>	<b>4</b>
<b>Focus Areas</b>	<b>5</b>
<b>Commitments for 2024/25</b>	<b>5</b>
<b>Board Approval</b>	<b>6</b>



South Staffordshire Plc

## Modern Slavery and Human Trafficking Statement

This is a statement on behalf of South Staffordshire Plc's and its subsidiary companies' ("Group"). The following Group companies must publish modern slavery and human trafficking statements in accordance with the Modern Slavery Act 2015:

- South Staffordshire Water Plc
- SSI Services (UK) Limited and its subsidiary companies: Integrated Water Services Limited and Onsite Limited,  
(together "the Companies")

This statement is made on behalf of those Companies as required by the Modern Slavery Act 2015. As well as complying with the general principles set out in this statement the Companies committed to focus on particular areas during the year and their progress is noted in the section titled "[Focus Areas](#)" below.

Our zero-tolerance commitment to preventing slavery and human trafficking within all our business operations and supply chains is reflected in this statement.

### Our Structure

South Staffordshire Plc is a holding company, and the Group is owned by investors, who are advised and managed by Arjun Infrastructure Partners Limited. South Staffordshire Plc provides support services to its subsidiaries who operate in a range of sectors from a regulated water company to companies offering a range of non-regulated services and products to essential operators and markets.

### Reporting and Policies

Group-wide policies, including those related to sourcing, human trafficking, and sustainability apply to all companies in our Group. We are committed to conducting our business operations in a manner that respects human rights and complies with applicable laws and regulations. In addition, we are committed to taking proactive steps to ensure that modern slavery and human trafficking are not present in any part of our supply chain or business.

Our Anti Human Trafficking and our Sustainability Policies clearly outline our commitment to preventing slavery and human trafficking across all our operations and within our supply chain. All suppliers are expected to comply with South Staffordshire Plc's Anti Human Trafficking and our Sustainability Policies.

Our Business Ethics Policies are communicated to employees, suppliers, and contract workers. Specifically, the Supplier Code of Conduct is issued as part of the supplier vetting process. These policies encourage individuals to report any wrongdoing, including human rights violations like slavery and human trafficking. All reports are thoroughly investigated, and appropriate remedial actions are taken when necessary.

Issue no.	Ref number	Date	Review date	Author	Approved by
v1.0		01/10/2024	01/08/2024	Caroline Stretton	the Board



## South Staffordshire Plc

All levels of risk, including any potential risks, are identified and these risks, along with ongoing compliance efforts, are regularly reported to and investigated by our internal audit team and monitored by the Audit and Risk Committees of each Group company.

### Raising Concerns

Anyone with concerns about modern slavery or human trafficking is encouraged to report these to a manager or the Human Resources department. If the matter remains unresolved or is considered more serious, it can be escalated through the Group Whistleblowing Policy.

### Our Supply Chain

We are committed to providing high-quality services, exceptional levels of customer service, and value for money across all our subsidiaries. Our supply chain includes contractors of varying sizes and expertise, from large framework suppliers involved in capital works, IT systems, and business change projects to suppliers of consultancy, goods, materials, and smaller service contracts. It is our goal to work collaboratively with suppliers to exceed customer expectations, and we expect them to conduct their operations in a socially and environmentally responsible manner, aligned with our values and ethics policies.

We recognise that the biggest exposure to slavery and human trafficking lies within our supply chain. Our Supplier Code of Conduct applies to all suppliers and prohibits the use of forced, bonded, indentured, involuntary prison, or slave labour, while also requiring compliance with anti-slavery, labour, and wage laws. Standardised contract terms include clauses that require suppliers to adhere to this code.

We expect suppliers to have a compliance plan in place to prevent human trafficking and forced labour, and to mitigate risks of worker exploitation. We will continue to encourage our suppliers to take these steps. Additionally, we expect suppliers to conduct due diligence on their own supply chains and assist us in ensuring compliance with these standards.

If a supplier refuses to cooperate with our compliance efforts, we may reconsider the supply arrangement and take remedial action as necessary.

### Our Employees

The Group employ circa 2800 staff across the UK. Our recruitment processes involve both an in-house team and, where applicable, external recruitment agencies. We conduct standard background checks for all new employees, which include verifying identity and right to work in the UK. Where applicable, criminal and financial checks are also performed. More thorough checks are conducted for staff in roles with critical operational responsibilities.

As part of the hiring process, employees receive a written employment agreement detailing terms and conditions of employment, as well as the nature of the work. Employees do not have to pay recruitment fees or other related fees for their employment.

All work is voluntary, and employees are free to terminate their employment and leave work at any time.

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## Focus Areas

All Group companies comply with the general principles set out in this statement, but the following companies have built on those general principles during the year.

South Staffs Water is a water only company, supplying around 1.6 million customers in the South Staffordshire and Cambridge regions. South Staffs Water continues its efforts to eliminate risks related to modern slavery and human trafficking.

SSI Services (UK) Limited and its subsidiary companies:

Integrated Water Services Limited (“IWS”) IWS operates two specialist divisions: (i) IWS Water Hygiene provide specialist services and solutions for all aspects of water treatment and water hygiene services; and (ii) the Mechanical & Engineering division provide energy management and pump testing, fabrication services, chemical dosing and pump refurbishment / workshop services.

OnSite delivers essential infrastructure maintenance and civil engineering services to essential operators and markets.

Over the past year the Companies have focussed on the following areas including:

- **Supplier Code of Conduct:** All suppliers are required to adhere to Codes of Conduct, which prohibits forced labour and requires compliance with labour and wage laws. The codes have been reinforced with additional due diligence checks on suppliers and partners.
- **Risk Assessment and Auditing:** The Companies have continued to undertake risk assessments within its supply chain, with regular audits and reviews of compliance through their internal audit and risk committees.
- **Employee Training:** Awareness Training has been implemented for employees in South Staffs Water and IWS, focusing on identifying and responding to signs of modern slavery, with an emphasis on supply chain management and procurement practices. In Onsite a modern slavery module has been built into its induction programme.
- **Whistleblowing and Reporting:** The Companies encourage the reporting of any concerns related to modern slavery through established whistleblowing channels. All reports are fully investigated, and appropriate action is taken where necessary.

## Commitments for 2024/25

As part of our ongoing commitment, South Staffordshire Plc and its subsidiary companies will continue to:

- review and update our Supplier Code of Conduct across all subsidiaries.
- increase the frequency of supply chain audits, with a focus on high-risk sectors and suppliers.
- provide training for employees on recognising and addressing modern slavery.

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South Staffordshire Plc

## Board Approval

This statement constitutes South Staffordshire Plc and its subsidiary companies "Modern Slavery and Human Trafficking Statement for the financial year ending 31 March 2024" and was approved by the South Staffordshire Plc Board of Directors on 26 September 2024.

Signed by:  
*Charley Maher*  
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Charley Maher  
Group CEO  
for and on behalf of the Board

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