

We first expressed support for the Global Compact in June 2004 and continue to fully support the 10 principles. Our Code of Conduct reflects our commitment by setting out our business principles and the standards of behavior that we expect, in addition we believe the Global Compact principles covering labour relations, environment and anticorruption in addition to human rights reflects our integrated approach to corporate responsibility. In this communication, we describe each of the principles, our specific commitments and links to relevant communications by Severn Trent, Severn Trent Water and Severn Trent Services which describe our policies and systems of management, our performance and details about specific initiatives. It is however just an indication to signpost you to the documents that talk in more detail about the many activities that we undertake. Two key reports that contain significant information especially in relation to our activities in this arena are the ST Plc ARA 2009 and the ST Plc CR Summary Report 2009. These are available to download from the ST Plc website.

Policies and Documents supporting the GC Principles available in the public domain

GC Principles		Policies/ Documents	Website Link
1	Businesses should support and respect the protection of internationally proclaimed human rights	ST Plc Code of Conduct	http://www.severntrent.com/server.php?show=ConWebDoc.393
2	Businesses should make sure that they are not complicit in human rights abuses	ST Plc Code of Conduct	http://www.severntrent.com/server.php?show=ConWebDoc.393
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	ST Plc Code of Conduct	http://www.severntrent.com/server.php?show=ConWebDoc.393
4	Businesses should uphold the elimination of all forms of forced and compulsory labour	ST Plc Code of Conduct Community Policy ST Plc Diversity and Equal Opportunities Policy	http://www.severntrent.com/server.php?show=ConWebDoc.393 http://www.severntrent.com/server.php?show=ConWebDoc.477 http://www.severntrent.com/server.php?show=ConWebDoc.517

5	Businesses should uphold the effective abolition of child labour	ST Plc Code of Conduct	http://www.severntrent.com/server.php?show=ConWebDoc.393
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation	ST Plc Code of Conduct ST Plc Diversity and Equal Opportunities Policy STW Strategic Direction Statement	http://www.severntrent.com/server.php?show=ConWebDoc.393 http://www.severntrent.com/server.php?show=ConWebDoc.517 http://www.stwater.co.uk/server.php?show=ConWebDoc.3295
7	Businesses should support a precautionary approach to environmental challenges	ST Plc Corporate Responsibility Policy ST Plc Environment Policy STS Environment Policy	http://www.severntrent.com/server.php?show=ConWebDoc.478 http://www.severntrent.com/server.php?show=ConWebDoc.479 http://severntrentservices.com/en_us/media/corporate_responsibility/our_policies.aspx
8	Businesses should undertake initiatives to promote greater environmental responsibility	ST Plc Corporate Responsibility Policy ST Plc Environment Policy STW Strategic Direction Statement STS Environment Policy	http://www.severntrent.com/server.php?show=ConWebDoc.478 http://www.severntrent.com/server.php?show=ConWebDoc.479 http://www.stwater.co.uk/server.php?show=ConWebDoc.3295 http://severntrentservices.com/en_us/media/corporate_responsibility/our_policies.aspx
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	ST Plc Environment Policy STW Strategic Direction Statement STS Environment Policy	http://www.severntrent.com/server.php?show=ConWebDoc.479 http://www.stwater.co.uk/server.php?show=ConWebDoc.3295 http://severntrentservices.com/en_us/media/corporate_responsibility/our_policies.aspx
10	Businesses should work against corruption in all its forms, including extortion and bribery	ST Plc Code of Conduct	http://www.severntrent.com/server.php?show=ConWebDoc.393

Activities supporting the GC Principles

GC Principles		Activities	Website Link
1	Businesses should support and respect the protection of internationally proclaimed human rights	International Communities – support of WaterAid	http://www.severntrent.com/server.php?show=ConWebDoc.45 http://www.stwater.co.uk/server.php?show=nav.6378
2	Businesses should make sure that they are not complicit in human rights abuses	Vulnerable Customers Supply Chain Management	http://www.severntrent.com/server.php?show=ConWebDoc.48 http://www.stwater.co.uk/server.php?show=nav.6280 Page 16 ARA 2009
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Supply Chain Management Diversity	http://www.severntrent.com/server.php?show=ConWebDoc.50 Page 15 & 16 ARA 2009 Page 8 CR Summary Report 2009
4	Businesses should uphold the elimination of all forms of forced and compulsory labour		
5	Businesses should uphold the effective abolition of child labour		
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation		
7	Businesses should support a precautionary approach to environmental challenges	Environment Climate Change Adapting to Climate Change Managing Resources Biodiversity Water Efficiency Education Our education programme Save water	http://www.severntrent.com/server.php?show=nav.27 http://www.severntrent.com/server.php?show=ConWebDoc.423 http://www.severntrent.com/server.php?show=ConWebDoc.520 http://www.severntrent.com/server.php?show=ConWebDoc.27 http://www.severntrent.com/server.php?show=ConWebDoc.30 http://www.severntrent.com/server.php?show=ConWebDoc.29 http://www.severntrent.com/server.php?show=ConWebDoc.44 http://www.stwater.co.uk/server.php?show=nav.5868 http://www.stwater.co.uk/server.php?show=nav.6168
8	Businesses should undertake initiatives to promote greater environmental responsibility		
9	Businesses should encourage the development and diffusion of environmentally friendly technologies		
10	Businesses should work against corruption in all its forms, including extortion and bribery	Supply Chain Management Corporate Governance	Page 16 ARA 2009 http://www.severntrent.com/server.php?show=nav.72

Other documents available that also show how we support the Global Compact Principles include:

STW Water Resources Management Plan

<http://www.stwater.co.uk/server.php?show=nav.6186>

Focus on Water – Our Strategic Direction Statement

<http://www.stwater.co.uk/server.php?show=ConWebDoc.3295>

Corporate Responsibility Performance Data

<http://www.stwater.co.uk/server.php?show=nav.6362>