

United Nations Global Compact

Communication of progress

March 2012 – April 2013

Introduction

We first expressed support for the Global Compact in June 2004 and continue to fully support the 10 principles. 'Doing the right thing, the Severn Trent way', our Code of Conduct, reflects our commitment by setting out our business principles and the standards of behavior that we expect.

The Global Compact principles covering labour relations, environment and anticorruption in addition to human rights reflect our integrated approach to corporate responsibility.

In this communication, we describe each of the Global Compact 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.

This document signposts you to more detail about the many activities that we undertake. Significant information especially in relation to our activities in this arena is contained in the ST Plc Annual Report and Accounts 2013. This is available to download from the [ST Plc website](#).

Performance measures

We monitor our performance against a range of CR measures that are reported to our Executive team and our CR Committee on a quarterly basis. We also monitor our wider business performance against a set of Key Performance Indicators.

[Corporate Responsibility Performance Measures](#)

[Key performance indicators](#)

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

[STW Water Resources Management Plan](#)

[Focus on Water – Our Strategic Direction Statement](#)

[Changing Course – Delivering a sustainable future for the water industry in England and Wales](#)


[Climate Change Adaptation Report](#)

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	Doing the right thing, the Severn Trent way	Link
2	Businesses should make sure that they are not complicit in human rights abuses	Doing the right thing, the Severn Trent way	Link
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Doing the right thing, the Severn Trent way	Link
4	Businesses should uphold the elimination of all forms of forced and compulsory labour	Doing the right thing, the Severn Trent way Community Policy Human Resources Policy	Link Link
5	Businesses should uphold the effective abolition of child labour	Doing the right thing, the Severn Trent way	Link
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation	Doing the right thing, the Severn Trent way Human Resources Policy STW Strategic Direction Statement	Link Link Link
7	Businesses should support a precautionary approach to environmental challenges	Corporate Responsibility Policy Environment Policy STW Changing Course	Link Link
8	Businesses should undertake initiatives to promote greater environmental responsibility	Corporate Responsibility Policy Environment Policy STW Strategic Direction Statement	Link Link

9	Businesses should encourage the development and diffusion of environmentally friendly technologies	Environment Policy	Link
		STW Strategic Direction Statement	Link
10	Businesses should work against corruption in all its forms, including extortion and bribery	Doing the right thing, the Severn Trent way	Link

Activities supporting the GC Principles

GC Principles		ST Plc activities that supports principles	Website links to additional information 
1	Businesses should support and respect the protection of internationally proclaimed human rights	Working within the community	Link
2	Businesses should make sure that they are not complicit in human rights abuses		
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Supporting employees' rights and diversity	Link
4	Businesses should uphold the elimination of all forms of forced and compulsory labour	Staying free from bribery and corruption	Link
5	Businesses should uphold the effective abolition of child labour	Maintaining ethical and honest behaviour	Link
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation		ST Plc ARA 2013 page 20, 21 & 50.
7	Businesses should support a precautionary approach to environmental challenges	Protecting the environment	Link ST Plc ARA 2013 page 22, 23, 30, 31 & 32.
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	Staying free from bribery and corruption	Link
		Standing up for what's right	Link