
United Nations Global Compact

Communication of progress
April 2013 - March 2014



Introduction

We first expressed our support for the Global Compact in June 2004.

I became the Chief Executive of Severn Trent in April 2014, and am delighted to renew our support for the 10 principles embodied in the Global Compact.

The Compact challenges us to uphold principles relating to human rights, labour relations, anti-corruption and the environment.

At Severn Trent we have a strong culture of doing just this, a culture which starts with our Code of Conduct – ‘Doing the right thing - the Severn Trent way’ – and which reflects the Global Compact principles in the standards of behaviour we expect from our colleagues and the way we run our business.

Liv Garfield
Chief Executive
July 2014



About this document

The Global Compact principles covering labour relations, environment, anti-corruption and human rights are reflected in 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 (STW) and Severn Trent Services (STS) 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 in relation to our activities in this area is contained in the [ST Plc Annual Report and Accounts 2014](#).

Performance measures

We monitor our performance against a range of corporate responsibility measures that are reported to our executive team and our corporate responsibility committee on a quarterly basis. We also monitor our wider business performance and for Severn Trent Water, report on a set of regulatory Key Performance Indicators.

[Corporate responsibility performance measures](#)
[Regulatory performance report](#)

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

[STW water resources management plan](#)
[STW business plan for 2015-20](#)
[Changing Course – delivering a sustainable future for the water industry in England and Wales](#)
[Climate Change Adaptation Report](#)

Policies and documents supporting the Compact principles

Global Compact principles		Policies/ documents (linked to website)
1	Businesses should support and respect the protection of internationally proclaimed human rights	Doing the right thing the Severn Trent way
2	Businesses should make sure that they are not complicit in human rights abuses	Doing the right thing the Severn Trent way
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
4	Businesses should uphold the elimination of all forms of forced and compulsory labour	Doing the right thing the Severn Trent way Community Policy ST Plc HR Policy
5	Businesses should uphold the effective abolition of child labour	Doing the right thing the Severn Trent way
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation	Doing the right thing the Severn Trent way ST Plc HR Policy
7	Businesses should support a precautionary approach to environmental challenges	ST Plc Corporate Responsibility Policy ST Plc Environment Policy STW Changing Course
8	Businesses should undertake initiatives to promote greater environmental responsibility	ST Plc Corporate Responsibility Policy ST Plc Environment Policy STW Business Plan for 2015-20
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	ST Plc Environment Policy STW Business Plan for 2015-20
10	Businesses should work against corruption in all its forms, including extortion and bribery	Doing the right thing the Severn Trent way ST Plc Anti Fraud and Anti Bribery Policy

Activities supporting the Compact principles

Global Compact principles		Activities (linked to website)
1	Businesses should support and respect the protection of internationally proclaimed human rights	Working within the community
2	Businesses should make sure that they are not complicit in human rights abuses	Annual report and accounts 2014 pp57-58
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Supporting employees' rights and diversity
4	Businesses should uphold the elimination of all forms of forced and compulsory labour	Staying free from bribery and corruption
5	Businesses should uphold the effective abolition of child labour	Maintaining ethical and honest behaviour
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation	Annual report and accounts 2014 pp57-58
7	Businesses should support a precautionary approach to environmental challenges	Protecting the environment
8	Businesses should undertake initiatives to promote greater environmental responsibility	Annual report and accounts 2014 pp21-22, p79
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 Standing up for what's right