

Human rights policy

UNITED UTILITIES POLICY STATEMENT | SEPTEMBER 2020

Part of being a responsible business means acting with integrity and fairness at all times. This includes respecting and supporting the protection of human rights within our areas of influence – be it our employees, customers, suppliers or the communities in which we operate.

At United Utilities, we:

- recognise and support all the rights and freedoms set out in the articles of the United Nations' Universal Declaration of Human Rights;
- recognise and support the four commitments set out by the International Labour Organisation in its Declaration on Fundamental Principles and Rights at Work:
 - freedom of association and the effective recognition of the right to collective bargaining
 - the elimination of forced or compulsory labour
 - the abolition of child labour
 - the elimination of discrimination in respect of employment and occupation
- observe legal and regulatory requirements in protecting human rights;
- take action to understand, declare and monitor our most salient human rights issues;
- prevent or mitigate potential impacts related to our salient issues;
- adhere to other corporate policies and documents addressing human rights and related issues such as our risk management framework, privacy notice and health, safety & wellbeing policy;
- adhere to internal policies addressing human rights issues such as employment, corporate governance, data and security, and health, safety and wellbeing;
- expect our employees, suppliers and anyone working on our behalf to respect and protect human rights;
- provide and promote means of reporting concerns without fear of retribution;
- report on our human rights performance on our website; and
- review this policy every three years.



Steve Mogford
Chief Executive