



Invasive Non-Native Species and Biosecurity policy

Policy no. POL038



Purpose

We are the largest water and wastewater provider in the UK. Serving around 15 million customers in London and the Thames Valley, we recognise that, in providing an essential service at the heart of daily life, we influence and are influenced by the variety of wildlife within our operational sites and the wider landscape.

As custodians of large areas of land and water, we're really concerned about the increasing threat of invasive non-native species. We need to take care of our estate, and we're committed to ensuring compliance with all invasive non-native species (INNS) regulatory drivers through the implementation of good biosecurity practice.

We know we can't do this alone, and we rely on delivering better outcomes in partnership with our customers, stakeholders, partners, suppliers and regulators.

Key principles

- As a minimum, comply with all applicable laws and regulations and drive for improved biosecurity and INNS management where we operate.
- Keep our approach to biosecurity and INNS management under review and promote effective working with operations and grounds maintenance teams. In particular where INNS affect our operational sites and nature reserves.
- Work closely with external regulatory bodies and other water companies to develop consistent reporting and response procedures for dealing with new discoveries or risks.
- Work to understand and address the ongoing problem of INNS to meet the impacts of climate change and population growth.
- Proactively protect biodiversity, human health and operational performance through prevention, early detection, rapid eradication and ongoing management of INNS.
- Actively engage our employees so they're aware of and understand their responsibility to help manage INNS, and implement the nation-wide 'Check, Clean, Dry' process for everyone who visits our sites.
- Plan, monitor and deliver our INNS and biosecurity commitments in the Water Industry National Environment Plan.
- Continue to work in partnership with stakeholders and communities to improve communication and provide engagement opportunities that encourage native biodiversity and prevent the spread of INNS.

Sharing our progress

Doing the right thing for society and the environment is the responsibility of everyone at Thames Water, our partners and our wider supply chain. We'll make our employees, our partners and our wider supply chain aware of this policy and what it means. Where appropriate, we'll provide training to help us continually improve our performance in this emerging area.

This policy will be made available to our suppliers and contractors. We'll work closely with them to deliver public value and expect them to adhere to this policy and support our monitoring and reporting needs.

Responsibilities

- All employees / contractors / business partners are responsible for ensuring their actions are consistent with this policy
- Subject matter teams are responsible for communicating the details of this policy to employees and contractors, promoting compliant working
- The Executive is responsible for conducting all business in line with this policy and our core values

Contacting us

For questions, comments or feedback relating to this policy, you can contact us through

<https://www.thameswater.co.uk/contact-us>

If you have any concern about any issues relating to our INNS and biosecurity performance or management arrangements, you can contact the policy sponsor.

For concerns regarding dishonest or unethical behaviour, please contact us in one of the following ways:



If you're a Thames Water employee, you can also speak with your line manager.

Useful references

- Sustainability policy
- Public value policy
- Environment policy
- Biodiversity policy

Sarah Bentley, Chief Executive Officer, December 2020