



# Sustainability policy

Under review



# Sustainability policy

Policy no. POL012

## Purpose

The Executive Risk Committee has approved this Sustainability policy (the “policy”) to set out the principles for becoming a more sustainable business, through continually improving our performance, complying with regulation, delivering public value and leaving the environment in a better state than we found it at the end of each regulatory period.

Implementation of the policy and supporting standards will help to mitigate the principal risks of “we fail to protect biodiversity and mitigate the effect of climate change and population growth” and “we fail to engage, and gain the trust of, customers, communities and stakeholders in our plans” of which breaches may involve financial penalty, enforcement action and/or reputational damage.

This policy was approved on 31 May 2023 by the Executive Risk Committee.

## Scope

This policy covers our sustainability regulation, obligations and commitments, managed by Thames Water Utilities Limited, and its associated subsidiaries. It applies to all Thames Water employees, contractors and business partners working with Thames Water.

## Key principles - describing our approach

In all parts of our business, we aim to deliver our services in the most sustainable way. We will genuinely go beyond compliance to make a positive contribution to our customers and communities and enhancing the natural environment. We will achieve this through:

- **Protecting water, a precious resource** - Actively managing the water cycle in the most sustainable and resilient way by taking less from the environment, reducing leakage and planning ahead to deliver resilient water resources today and for the long-term through our Water Resource Management planning. We are working to reduce total leakage by 20.4% between 2020 and 2025.
- **Managing wastewater and sustainable drainage** – Maintaining and developing our sewerage network and wastewater sites to be as resilient as possible, both today and in the future, taking advantage of opportunities to deliver more sustainable drainage solutions through Drainage and Wastewater Management planning. We are committed to reducing harm to our rivers by speaking up, opening up and cleaning up and will deliver a 50% reduction in the total annual duration of spills and an 80% reduction in sensitive watercourses, against a 2020 baseline by 2030.

- **Mitigating climate change** – Working to achieve carbon net zero for operational emissions by 2030 with an ambition is to go beyond this by 2040. We will work to minimise our embodied carbon footprint and continue to self-generate more renewable electricity.
- **Adapting to climate change** – Committing to understand the potential impact of climate change on delivering customer service as well as identifying and developing climate resilient responses as part of our Water Resource Management Plan and Drainage and Wastewater Management Plan to minimise its impact.
- **Delivering efficient operations** - Seeking new ways to reduce our use of natural and manmade resources, minimise waste and deliver efficient and effective operations for both today and the future, while continuing to work with our supply chain to improve our resilience.
- **Investing sustainably for the long-term** - Taking a longer-term and sustainable view of managing the financeability of our business, ensuring we remain attractive to investors of both equity and debt.
- **Ensuring responsible operations** - Operating responsibly and collaboratively, and through the delivery of our public value commitments, genuinely go beyond compliance to make a positive contribution to our customers and communities, and enhancing the natural environment. Adding value by sharing the enjoyment of our sites with our customers to promote a healthy lifestyle and wellbeing, respecting our neighbours, supporting charitable organisations and contributing to the UN Sustainable Development Goals.
- **Enhancing customer inclusion** - Actively seeking to make our services affordable and support our more vulnerable customers through our Priority Services Register and financial and debt support schemes. Proactively engaging with customers on the service they want and educating young people about our business and the water cycle.
- **Maintaining a safe and sustainable workforce** - Committing to our 'zero incidents, zero harm and zero compromise' health and safety vision and wanting our people to be fit, healthy and return home safely each day. Recruiting and developing a skilled workforce supported by a robust education and skills approach to drive social mobility, promote inclusion and contribute to the creation of a fair society.

## Responsibilities

All employees, contractors and business partners are responsible for ensuring their actions are consistent with this policy.

Managers in relevant positions are responsible for communicating the details of this policy to employees, contractors and business partners, promoting a compliant working environment.

The Executive is responsible for conducting all business in line with this policy and our core values.

## Sharing our progress

Doing the right thing for society and the environment is the responsibility of everyone working at or with Thames Water. We will make our employees, contractors, business partners and our wider supply chain aware of this policy and what it means to deliver our services in the most sustainable way.

We will report regularly to the Board on our performance against this policy and will share our plans and the progress made within our annual Sustainability Report and ESG Statement.

## Useful references

- Energy policy
- Climate change policy
- Health and safety policy statement
- Environmental policy
- Public Value and Heritage policy
- Climate Change Act 2008

## Contacting us

For questions, comments or feedback relating to this policy, you can contact us through [customer.feedback@thameswater.co.uk](mailto:customer.feedback@thameswater.co.uk)

If you would like to contact us for environmental information, please refer to our dedicated webpage [Environmental Information Regulations](#) or contact us through [eir.requests@thameswater.co.uk](mailto:eir.requests@thameswater.co.uk)

For concerns regarding dishonest or unethical behaviour, please contact us on any of the following:



You can also raise your concern or issue to independent organisations, such as contacting a Regulator (e.g. Ofwat, DWI, EA) or whistleblowing charity (e.g. Crimestoppers). You are not required to submit a disclosure to us before contacting an independent organisation.

If you are an employee of Thames Water, you can also speak with your Line Manager.