

Modern Slavery Statement

For the year ended 31 March 2026



Published July 2026

How to view this document

Contents page

Our contents page links to every section within this document. Clicking on a specific section will instantly take you to it.

- 1 Click on the contents button to return to the contents page.
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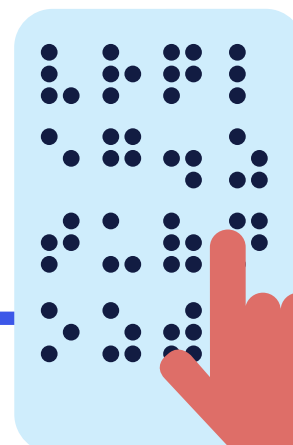
There are also many other clickable links within this document which we've made easy to spot by underlining and **highlighting** them in blue.

Accessibility matters.
It's really important that everyone can navigate and understand our Modern Slavery Statement, and what it means for them.

To help with this, we've taken steps to make sure this document supports accessibility needs:

- Screen readers will recite content in a logical order, as well as spotting headers and using different text for images.
- Compatible with text-to-speech programmes and Braille displays.
- Easy navigation with contents table and bookmarked links.
- Simple text structure with clear headings, paragraphs and tables.
- Comfortable colour contrasts.

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Contents

We've created colour-coded sections to help you to navigate this report easily. Just click on the section you are interested in on the contents page, and it will navigate you to that section.

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Board statement

I'm pleased to introduce Yorkshire Water's Modern Slavery Statement for the year ended 31 March 2026.

This statement sets out the approach we've taken over the last year to prevent modern slavery from happening in our business and supply chain. It also provides information on how we've performed against our annual targets and sets out our ambitions for the year ahead.

We recognise that modern slavery is a complex and evolving issue and that we have an important role in helping to eradicate it. We're committed to facing into this challenge by remaining vigilant to modern slavery risks and taking action to address them across our business and supply chain.

Over the last year, we've made good progress in this area. We've continued our programme of ethical business audits, ensuring our suppliers are operating in line with our high standards and expectations and working with them to address any shortcomings.

We've also supported our colleagues across the business – especially those in roles most relevant to the prevention of modern slavery – through specialist training courses and communication campaigns, helping to raise awareness and build their confidence to tackle modern slavery issues effectively.

We continue to be a proud member of Utilities Against Slavery and a partner of the Supply Chain Sustainability School, recognising that by working with others we can strengthen our collective approach to reducing the risk of modern slavery across the utilities sector.

As the risk of modern slavery continues to develop – shaped by external factors such as geopolitical uncertainty and climate change – we'll continue to improve our approach further as we work towards a world where modern slavery is eradicated for good.

A handwritten signature in black ink that reads "Vanda Murray". The signature is fluid and cursive.

Vanda Murray OBE
Chair

Signed and approved by the Board of Yorkshire Water Services Limited on 30th June 2026

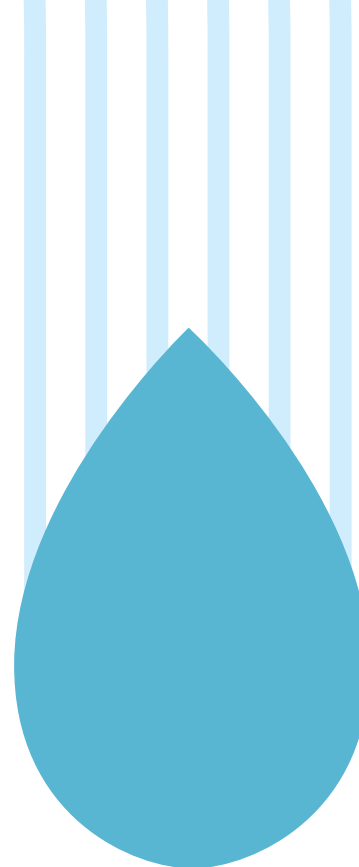
About Yorkshire Water and our supply chain



Yorkshire Water is a subsidiary of Kelda Holdings Limited and we're one of 11 regulated water and wastewater businesses in England and Wales.

We supply some of life's most essential services to the people and businesses of Yorkshire and the Humber, playing a key role in the region's health, wellbeing, and prosperity.

We do this by supplying water and wastewater services to over 5 million people and 140,000 business properties, while also managing essential infrastructure and protecting the natural environment.



We supply over **1.3 billion litres** of fresh water every day, which is more than 500 Olympic-sized swimming pools.



We invest **£3.2m every day** to maintain and enhance our network of pipes, pumps and treatment works.



We serve **5.5m individual customers** every day, in 2.4m homes and 146,000 businesses.



We are investing **£8.3 billion** between 2025 and 2030 across the region to provide a better service to Yorkshire.



We collect, treat and return to the environment over **1.9 billion litres** of wastewater and rainwater every day.



We employ over **5,600 colleagues** in Yorkshire and support more than **8,000** further jobs across our suppliers.



We manage nearly **68,000 acres of land**, much of which is open to the public. This is the size of over **38,000 football pitches**, making us the second largest landowner in Yorkshire.



We're proud to be a **Real Living Wage employer**.

Find out more about what we do here:
yorkshirewater.com/about-us/what-we-do/making-yorkshire-brilliant/

Last year, we spent £1.6 billion across a large and complex supply chain, working with more than 1,700 suppliers that range from small local businesses to large multinational companies.

We continue to be a proud and active member of Utilities Against Slavery, a collaborative forum for energy, water, and gas providers in the UK with the goal of eradicating modern slavery from the utility sector.

The group is facilitated by the Slave-Free Alliance, a social enterprise which supports organisations to protect their operations, supply chains and people from modern slavery and labour exploitation. Through our membership, we continue to lead an engagement working group for the wider utilities sector. This group focuses on raising awareness of modern slavery risks, encouraging collaboration, and sharing key priorities through events and video briefings.

We're also a partner member of the Supply Chain Sustainability School, which provides online learning and workshops that we promote across the business to help colleagues build their understanding of modern slavery risks.

Through this membership, we're represented on the School's Built Environment Against Slavery group, helping to share good practice and support collaboration across the industry.

Working together to tackle modern slavery

During Anti-Slavery Week in October 2025, the Utilities Against Slavery engagement working group hosted an online event for small and medium-sized suppliers across the utilities sector.

The event focused on the role suppliers can play in helping to tackle modern slavery through greater transparency, practical action and collaboration.

Topics included supply chain transparency, key points from the Transparency in Supply Chains (TISC) guidance, compliance tips, and a Q&A session.

More than 140 supplier representatives attended. After the event, the working group shared additional information and resources and committed to sharing further guidance and tools in the future.



Our policies

Our Modern Slavery Policy applies to all colleagues and anyone working on our sites, regardless of their employer. It sets out our stance on modern slavery and how we'd respond if any concerns or incidents were identified.

We expect our colleagues and suppliers to be vigilant to the signs of modern slavery and to report any concerns. Our Modern Slavery Policy provides guidance on how to recognise potential issues and what to do if concerns are identified.

Our Modern Slavery Policy is supported by our Code of Ethics, which reinforces the need to do the right thing by highlighting the behaviours and high standards we expect from everyone working at Yorkshire Water, both colleagues and partners.

Other policies that support our Modern Slavery Policy include our:

- Human Rights Policy, which recognises international human rights as set out in the Bill of Human Rights and the principles described in the United Nations Global Compact.
- 'Speak Up' Whistleblowing Policy, which gives colleagues and others a confidential way to report concerns, including ethical and moral issues.
- Supply Chain Policy, which details the steps to be taken to assess potential suppliers against a range of risks including ethical risks.
- Health and Safety Policy, which supports the physical, mental and overall wellbeing of our colleagues, and includes our commitment to acting on safeguarding concerns.



Risk assessment and management

We've assessed the risks of modern slavery within our organisation and across our supply chain to make sure we focus on the areas where we can have the greatest impact, based on the level of inherent risk and our ability to influence and manage each area.

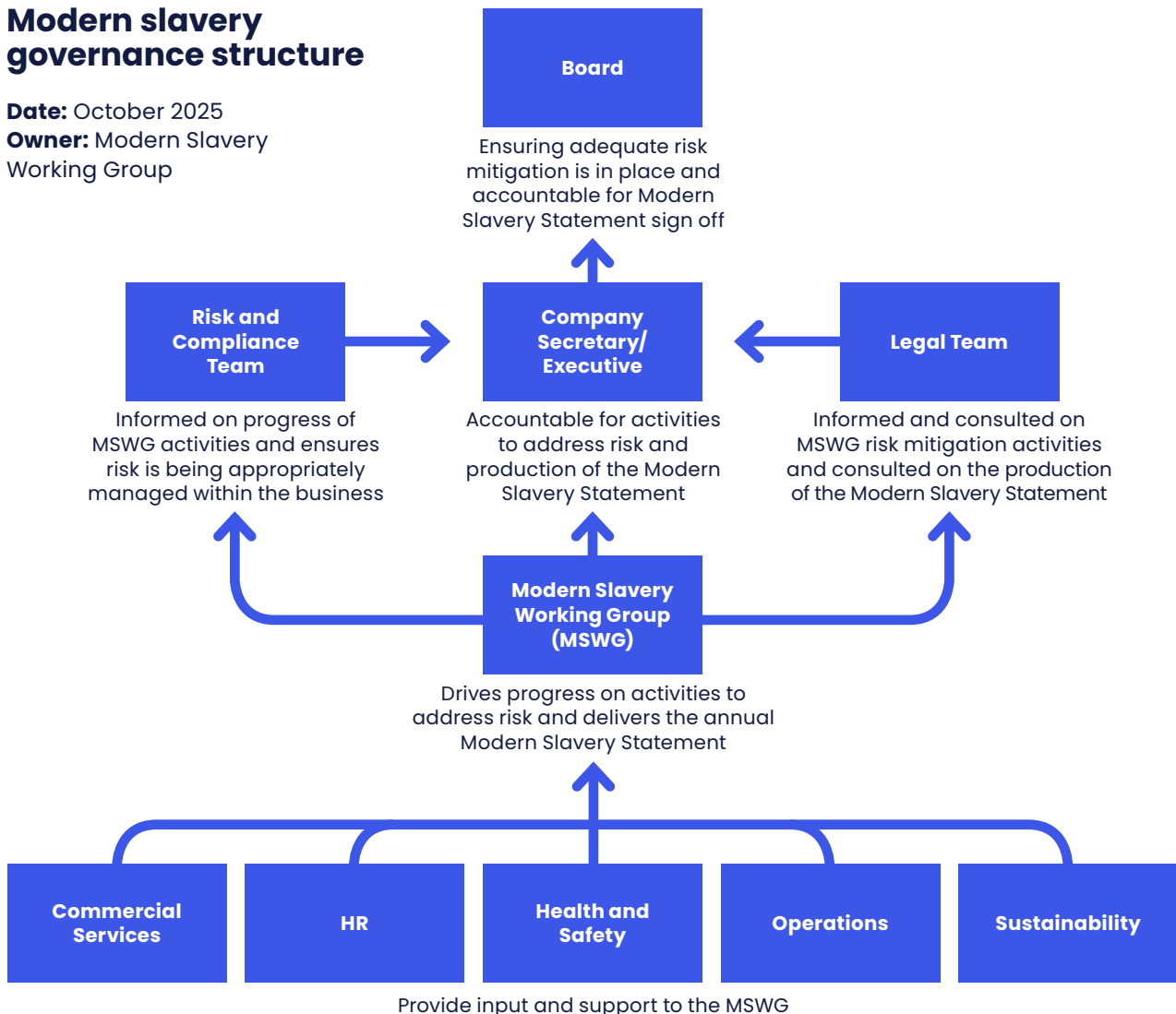
Our Modern Slavery Working Group leads the monitoring of modern slavery risks across our business and supply chain. The group brings together colleagues from a range of areas, including Sustainable Business, Commercial Risk, Human Resources and Legal. By working together across the business, the group helps us identify, manage and respond to modern slavery risks, and reports to the Company Secretary.

The group also helps make sure that we meet our legal responsibilities. We regularly review changes in legislation and guidance to make sure our approach remains up to date and compliant.

Modern slavery governance structure

Date: October 2025

Owner: Modern Slavery Working Group



We prioritise risk mitigation on capital delivery partners and other first-tier suppliers that we consider higher risk due to the nature of the services they provide.

We know that risks can also exist further down the supply chain (tiers 2 and below), where we have less visibility and influence. We'll continue working with suppliers to better understand these risks in our extended supply chain, particularly where higher-risk materials and services are involved.

Area	Degree of control	Risk controls in place	Residual modern slavery risk
Direct employees	High	Recruitment and management policies and procedures; training courses; awareness raising.	Lower
Agency workers	High	Recruitment policies and procedures.	
Tier 1 suppliers of goods and services, including capital delivery partners	Medium	Tender questions and evaluation processes; engagement with suppliers; supplier audit programme; supplier training events.	
Tier 2 suppliers and below (i.e. suppliers or subcontractors for higher tier suppliers)	Low	Indirect influence via Tier 1 suppliers.	Higher



Our supply chain

Our approach to reducing the risk of modern slavery in our supply chain continues to be strengthened through activities such as:

- Strengthening our supplier data by leveraging third-party verification and accreditation services.
- Ensuring all our suppliers are aware of our expectations and requirements regarding modern slavery, as set out in our Sustainable Procurement Code.
- Conducting pre-qualification due diligence to assess new suppliers' knowledge of and compliance with the Modern Slavery Act 2015.
- Carrying out enhanced due diligence checks for higher risk tenders.
- Using third-party datasets to build detailed insights of the risks of modern slavery by commodity and geography across our supply chain, allowing us to target our activities towards higher risk categories.

Over the last year, we've worked with a third party specialist to continue our programme of ethical employment audits.

We carried out 24 supplier audits, selecting suppliers based on a range of risk factors, including annual spend and the type of products and services they provide.

The audits identified eight major non-compliances, including gaps in evidence of worker contracts and right-to-work checks, the publication of reports, and alignment with good practice.

We'll work with suppliers to understand the actions they're taking to address any non-compliances and support them where needed. This includes signposting free resources such as the Supply Chain Sustainability School, as well as events hosted by the Built Environment Against Slavery Group and Utilities Against Slavery.



Colleague training and awareness

Our Code of Ethics and Safeguarding training courses both cover modern slavery, including how to spot the signs of slavery and forced labour and how to report them. These training courses are mandatory for all colleagues and completion rates are tracked by senior management on a regular basis.

Through our membership of the Supply Chain Sustainability School, colleagues can access online learning to develop their knowledge of modern slavery. This includes role-specific training for teams such as procurement and capital delivery.

Other training and awareness activities delivered this year included:

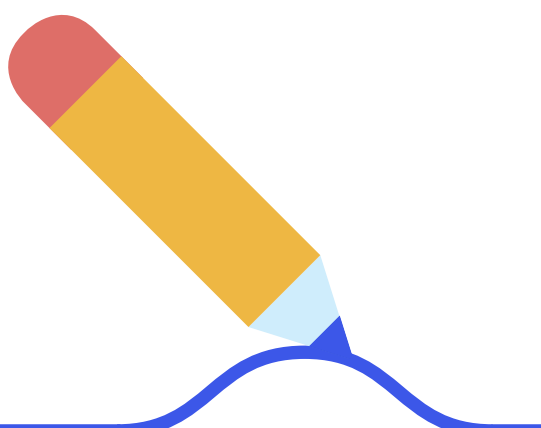
- In September 2025, we launched an internal promotion campaign to increase colleague engagement with the Supply Chain Sustainability School by promoting our targeted learning pathways.
- During national Anti-Slavery Week in October 2025, we ran an internal communication campaign which raised awareness of the issues of modern slavery, focusing on the impact within Yorkshire and what our colleagues can do to spot the signs and report them.
- In January 2026 we held a Lived Experience workshop with the Supply Chain Sustainability School for colleagues across the business. The workshop brought a real life example of slavery within a construction setting and explored the input different colleagues across the business can have in mitigating against the risk of slavery occurring.

‘Hearing from a survivor of modern slavery on the call made things more personal and connected the issue to real people and makes you realise the importance of our roles to report potential issues we see on site.’

Jennie, Project Manager



Measuring our progress



We've established Key Performance Indicators (KPIs) to allow us to monitor and report on the effectiveness of our actions to mitigate the risk of modern slavery.

Our KPIs are tracked by the Modern Slavery Working Group and reported to our Company Secretary and Board of Directors. The table below provides an overview of our performance over the past year, together with notes on progress and performance against each KPI.

Focus	KPI	Target	Definition	Performance	Further details
Internal	Incidents of suspected modern slavery reported within Yorkshire Water's own operations.	n/a*	The total number of incidents of modern slavery reported within Yorkshire Water's own operations, including both confirmed incidents and incidents that were reported and on investigation proved to be unsubstantiated.	0	This year there have been no incidents of modern slavery reported in Yorkshire Water's own operations through our Speak Up whistleblowing hotline or any other internal communication channels.
	Colleagues who've completed basic training relevant to modern slavery identification and prevention.	100%	The percentage of currently employed colleagues who've completed our Code of Ethics or Safeguarding training, which includes information on modern slavery.	97%	97% of our colleagues have completed either our Code of Ethics or Safeguarding training, which include a dedicated section on how to identify, report and help stop modern slavery from happening.

*We aim for a world where modern slavery doesn't exist. However, we haven't set targets for these KPIs because we don't think it's right to incentivise colleagues to under-report suspected incidents of modern slavery within our organisation or supply chain. We'll report on the above KPIs over the next year with a view to developing and strengthening our KPIs in the next statement.

Focus	KPI	Target	Definition	Performance	Further details
Internal	Colleagues who've completed enhanced training in modern slavery identification and prevention.	Ten	The number of colleagues employed by Yorkshire Water at year-end who've completed enhanced modern slavery training relevant to their area of the business within the year. Enhanced training may include, for example, supply chain risk management for procurement colleagues and enhanced identification training for operational colleagues.	Nine	Nine of our colleagues from areas of the business where there is a greater risk completed enhanced training including attending a Lived Experience webinar and completing further training through the Supply Chain Sustainability School.
External	Incidents of modern slavery identified in our supply chain.	n/a*	The number of confirmed incidents of modern slavery identified in our supply chain, based on incidents reported by our suppliers and also from information gathered from wider monitoring (e.g. media reports; due diligence checks).	0	This year, no incidents of modern slavery within our supply chain have been reported to us by suppliers as part of their contractual obligations and no incidents have been identified through other channels.
	Third party Ethical Employment Audits of our priority suppliers.	20	The number of Ethical Employment Audits of our priority suppliers carried out by a specialist third party on our behalf.	24	We carried out 24 Ethical Employment Audits across our priority suppliers.

*We aim for a world where modern slavery doesn't exist. However, we haven't set targets for these KPIs because we don't think it's right to incentivise colleagues to under-report suspected incidents of modern slavery within our organisation or supply chain. We'll report on the above KPIs over the next year with a view to developing and strengthening our KPIs in the next statement.

Future areas of focus

Over the next year, we'll continue to build on the progress we've made and strengthen our efforts to reduce modern slavery risks across our business and supply chain.

Working with suppliers



We'll continue to work with our suppliers to gain better visibility of our supply chains, focusing on higher risk materials and services.

Through our partner membership of the Supply Chain Sustainability School, we'll continue to promote the school to our suppliers, encouraging upskilling and training opportunities. We'll continue our programme of ethical employment audits, focusing on those suppliers we've identified as higher risk.

Colleague training and development



While we did not meet our enhanced training KPI last year, we focused our efforts on colleagues working in roles where the risk of modern slavery is higher. This included teams in procurement, capital delivery and customer-facing roles.

Over the next year, we'll expand our enhanced training programme to give more colleagues the opportunity to build their understanding of modern slavery risks and how they may exist in our business and supply chain.

We'll also continue raising awareness across the business, helping colleagues recognise the signs of modern slavery and understand how to raise concerns if they identify a potential issue.

Collaborative working



Through our ongoing engagement with Utilities Against Slavery, we'll continue to work towards a united approach to modern slavery risk management across the utility sector. Over the next year, the group will continue to create and share best practice and guidance and look to promote events and united messaging across the industry.

Through our partnership with the Supply Chain Sustainability School, we'll continue to be a member of the Built Environment Against Slavery group. This group supports the sector to identify, prevent, mitigate and remediate modern slavery risks and labour exploitation.

Strengthening due diligence



We'll continue to work with relevant colleagues across the business to enhance our approach to modern slavery prevention and mitigation. Over the next year, we'll review and refresh relevant policies and procedures, making sure that we continue to have practices in place which reduce the risk of slavery happening in our business and supply chains.

Thank you for reading

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Yorkshire Water Services Limited,
Western House, Halifax Road, Bradford, BD6 2SZ.
Registered in England and Wales No.02366682

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YorkshireWater