# Capital markets day 2 March 2020

**United Utilities Group PLC** 



Capital Markets Day

# Steve Mogford

**Chief Executive** 



### A purpose led company

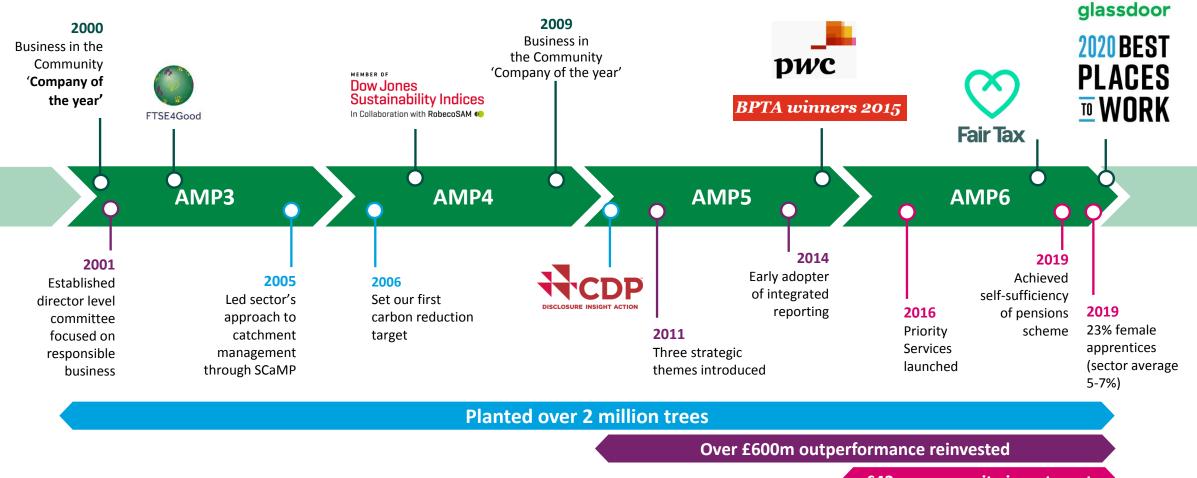
Our strategic themes, in place since 2011, drive how we work towards delivering our purpose



Continuity and stability of approach has provided the platform for transformation in performance for the benefit of all stakeholders

### A strong track record of leading on ESG

### Significant achievements against environment, social and governance



£43m community investment

### **Our approach from AMP6 to AMP7**

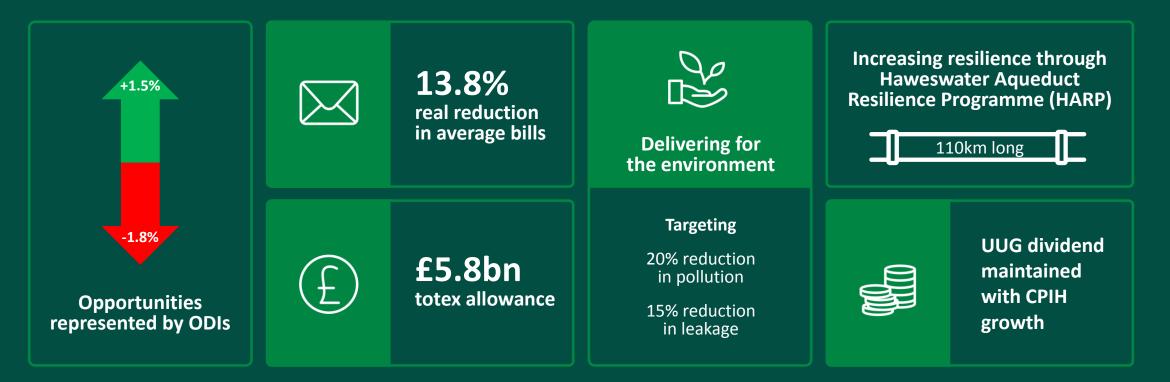
Our strategy has played out and delivered



### Accepted the FD and maintained UUG dividend into AMP7

### Summary of UUW's final determination

A balanced settlement overall



A purpose led company, recognising the needs of all of our stakeholders

### Agenda

### Morning (10.30 – 12.00)



**Steve Mogford** Chief Executive

Totex



James Bullock Strategy and Regulation Director

Haweswater Aqueduct Resilience Programme



Russ Houlden Chief Financial Officer Finance Afternoon 1 (12.30-14.30)



Jo Harrison Environment and Asset Strategy Director

**Performance commitments** 



Simon Chadwick Digital Services and Central Operations Director

Innovation and Systems Thinking

### Afternoon 2 (15.00-16.30)



Louise Beardmore Customer Services and People Director

### **Customer and people**



**Steve Mogford** Chief Executive

**Closing remarks** 

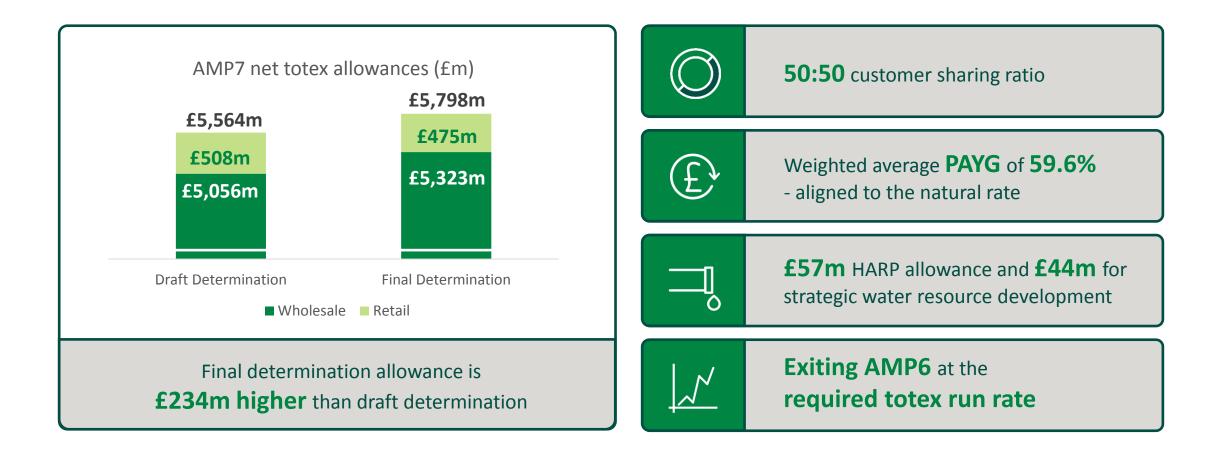
Close (16.30)

Lunch (12.00 – 12.30)

Coffee break (14.30 – 15.00)

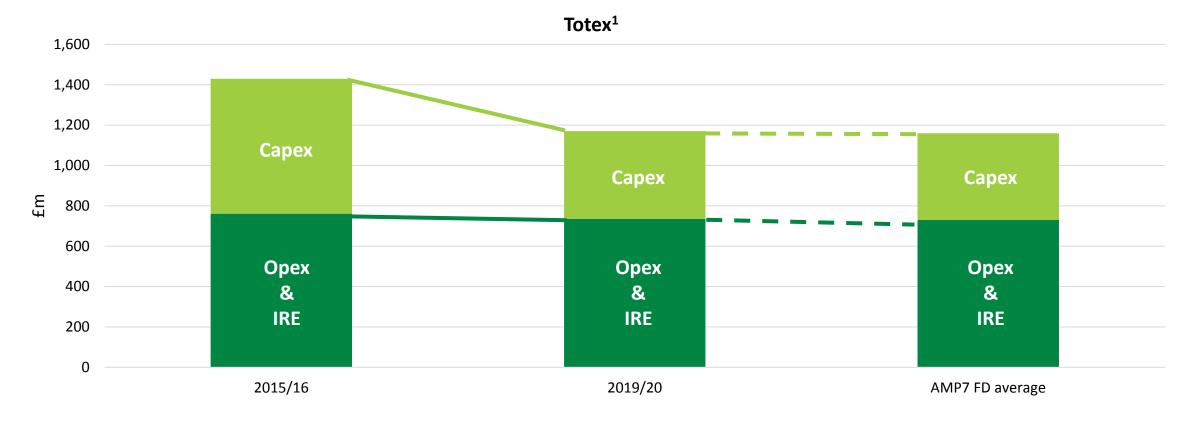
### **Totex allowance increased from draft determination**

### £5.8bn AMP7 totex allowance



### **Totex run rate on target**

### AMP6 investment delivering efficiencies to be sustained into AMP7

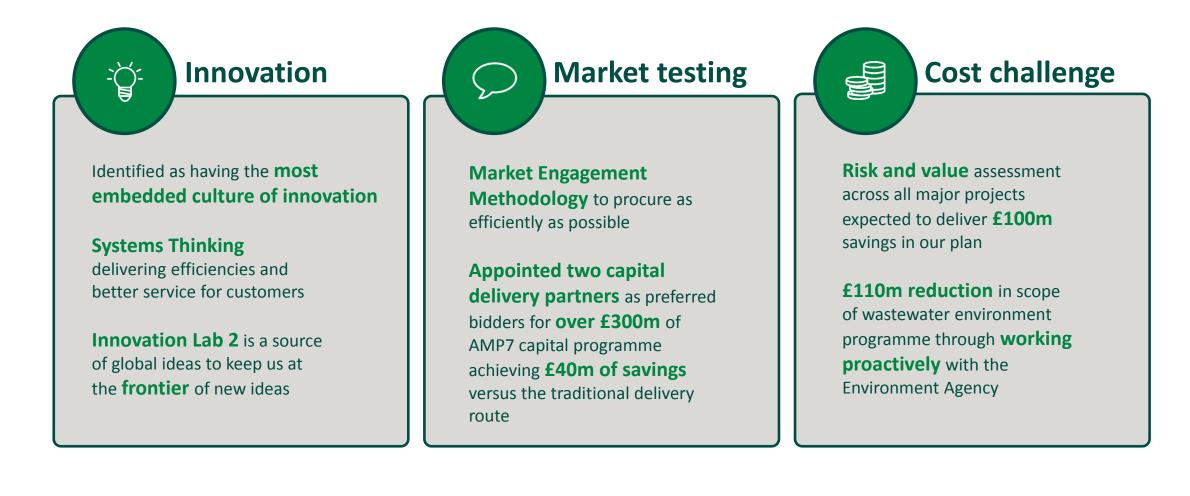


Source: Company PR19 business plan submission, September 2018 and Final Determination

<sup>1</sup> 2017/18 prices, including £250m AMP6 additional investment but not the further £100m announced in May 2019.

### **Already delivering efficiencies**

AMP6 focus on innovation, market testing and cost challenge delivering efficiencies required for AMP7



### Summary

AMP6 strategy has delivered and gives confidence for AMP7

### AMP6 strategy has delivered



### Already implementing plans for AMP7



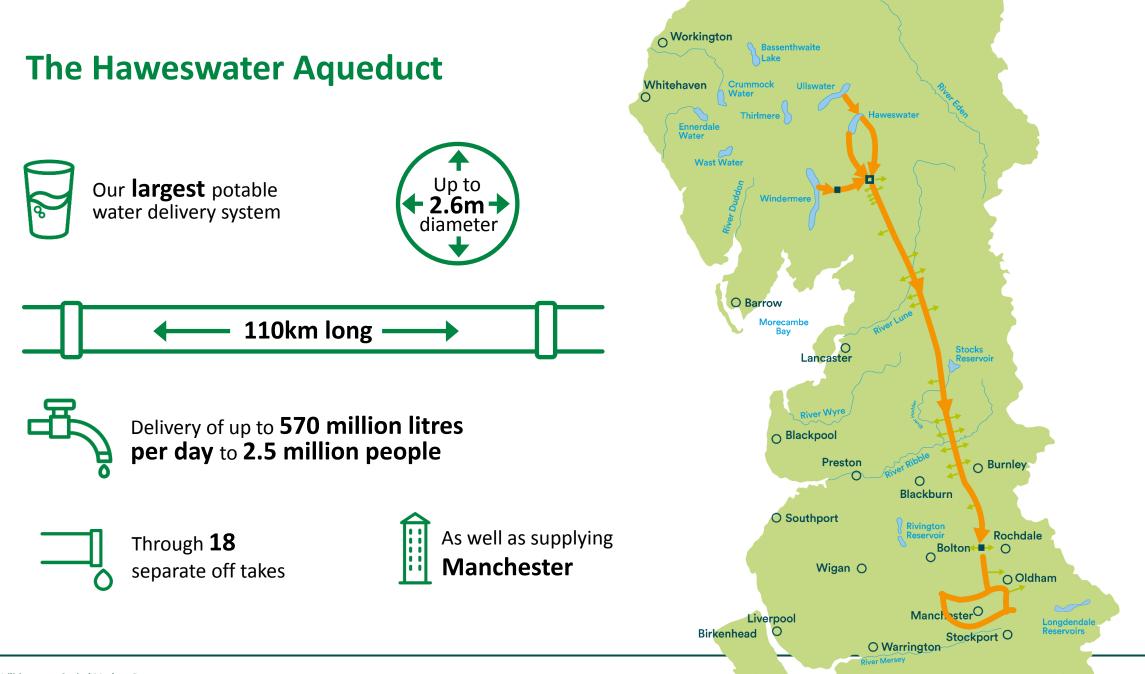
### Acting responsibly and in the interests of all of our stakeholders

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## James Bullock

**Strategy and Regulation Director** 





### **The Haweswater Aqueduct**



It takes **36 hours** for water to travel from top to the bottom  $\left( \right)$ 

**16 tonnes of water**, carried by gravity every minute

It fills 1 Olympic swimming pool every 6 minutes



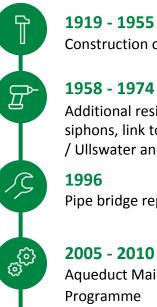
# Haweswater Aqueduct

Video



### **Securing long-term regional resilience**

### Timeline



Construction of HA

### 1958 - 1974

Additional resilience: siphons, link to Windermere / Ullswater and Watchgate

### Pipe bridge repairs

### 2005 - 2010

**Aqueduct Maintenance** Programme

### 2010 - 2012

Enabling works (WTWs) and West-East Link Main (WELM)

### The Haweswater Aqueduct (HA)

- Construction of the HA took place ٠ between 1919 – 1955, during a period of material and skill shortages as a result of WW2
- West East Link Main completed in 2012 ٠ - allowed isolation of HA for inspection and repair
- Outages limited to a period of 4 weeks ٠ during lower periods of demand and require 42 treatment works to run at full capacity
- Internal inspections in 2013 and 2016 ٠

### **Outage findings**

The outage identified two principle risks



The risk to water quality



The risk of an interruption to the supply of safe and clean drinking water

### **Securing long-term regional resilience**



### We prioritised the highest risk

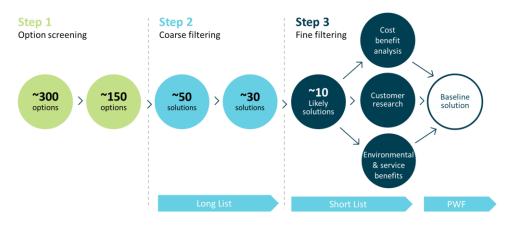
Hallbank section of the aqueduct identified as most immediate risk

### Work started in 2019 and on track to complete in 2020

EEE

### We assessed the options to secure resilience

- Over 300 options considered
- We engaged with over 2,300 household and non-household customers to understand their views
- Tested potential options further with 59 companies through market engagement
- Replacement tunnels now identified as most suitable option



### Haweswater Aqueduct Resilience Programme

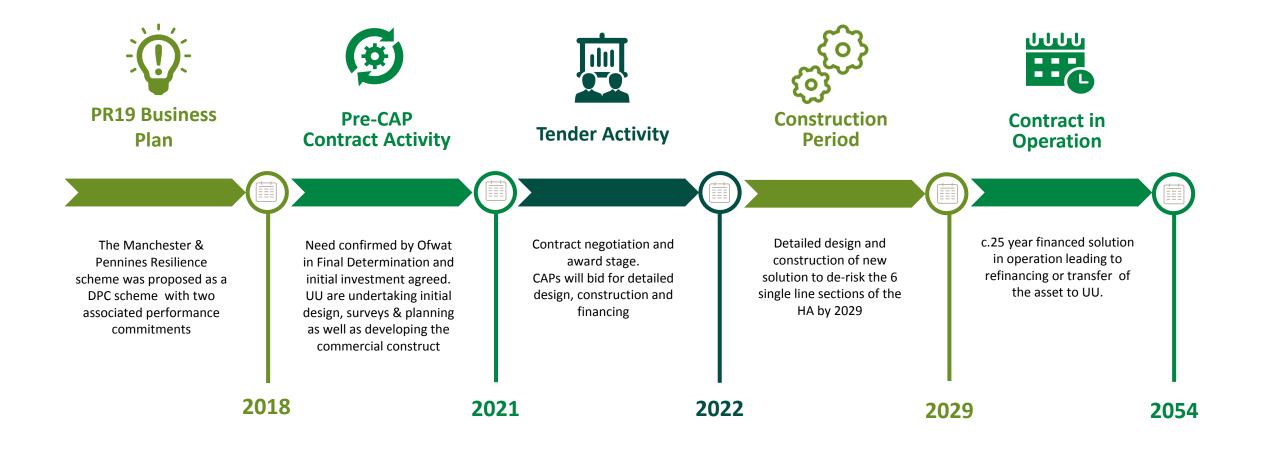
### **Direct Procurement for Customers Pathfinder**

- First major project to be subject to Direct Procurement for Customers approach
- Pathfinder project for Ofwat
- Secures resilience for UU customers
- c£57m initial allowance to enable procurement and planning activity
- Construction and financing subject to competitive tender process
- Estimated contract value of £750m per submitted business plan



### **Direct Procurement for Customers**

### **Progressing the scheme**





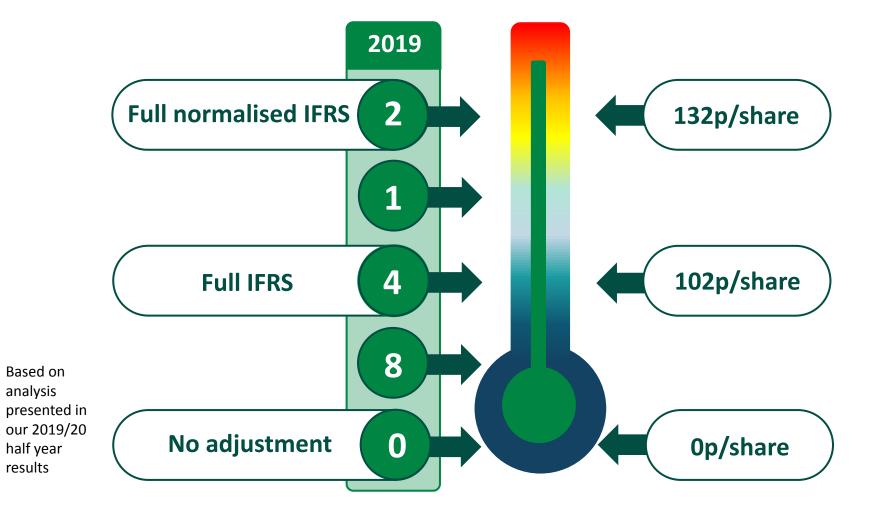
# Russ Hotel der

**Chief Financial Officer** 



### **Best in class pensions position**

**Relative valuations should reflect pensions positions** 



### **Best in class pensions position**

### **Relative valuations should reflect pensions positions**



Mar-19 IFRS pension surplus / (deficit) (£m)

https://www.thepensionsregulator.gov.uk/en/media-hub/speeches-and-speakers/david-fairs-speech-at-lcp-annual-pensions-conference https://www.professionalpensions.com/interview/1014657/changing-pensions https://www.professionalpensions.com/news/4006083/tpr-delays-db-funding-code-consultation-%E2%80%98-settled-%E2%80%99

### **Best in class pensions position**

The importance of self-sufficiency

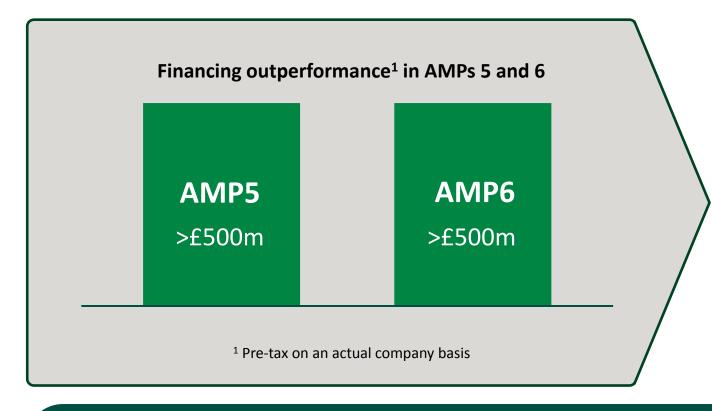
Basis of surplus / deficit	Objective	Typical discount rate applied to liabilities	United Utilities (Mar-19)
IFRS	Intercompany comparison (full disclosure of assumptions)	Gilts +70/+110	£484m surplus
Funding	Stepping stone to self-sufficiency	?	£nil
Self-sufficiency (aka LTFT)	Minimal reliance on company	Gilts +0/+50	£nil

### **Responsible stewardship mitigating risk for all stakeholders**

References: <u>https://www.thepensionsregulator.gov.uk/-/media/thepensionsregulator/files/import/pdf/understanding-db-\_scheme-funding.ashx</u> https://www.thepensionsregulator.gov.uk/-/media/thepensionsregulator/files/import/pdf/db-annual-funding-statement-2019.ashx

### **Best in class treasury management**

Track record of delivering significant financing outperformance



Financial resilience to

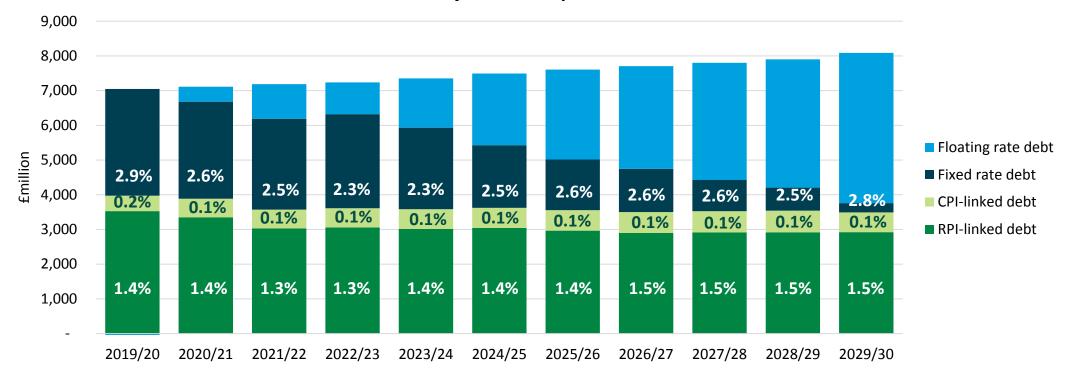
withstand credit crises

AMP7 **Confident** of delivering further outperformance Quantum subject to outturn inflation Further guidance to follow at future presentations Enabling the decision to maintain the UUG dividend

Flexibility to **reinvest** over **£600m** across AMPs 5 and 6

### £2.2bn financing to raise in AMP7

Existing debt locked in at rates favourable to the AMP7 allowed cost of embedded debt

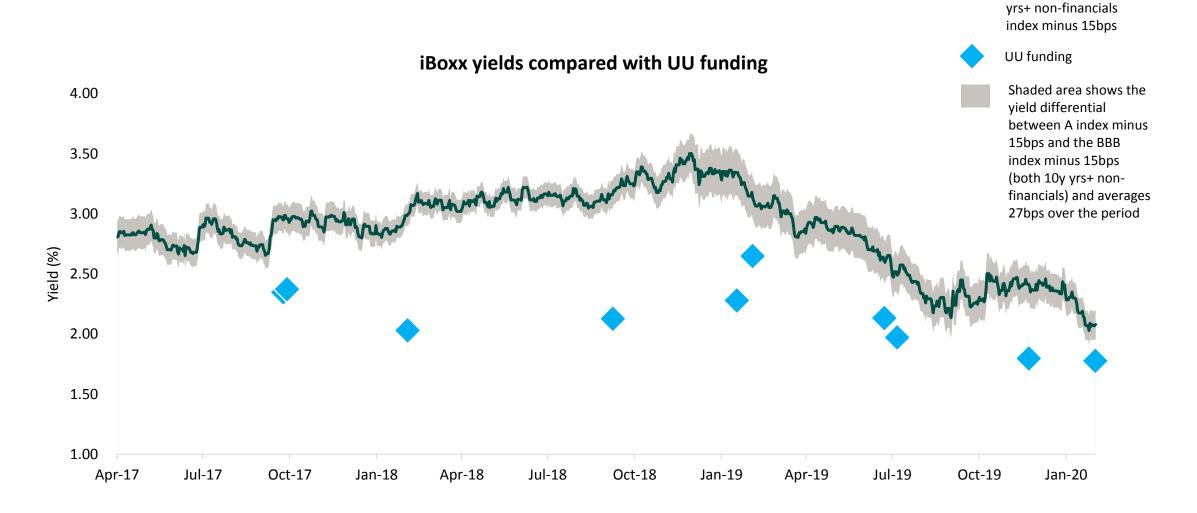


**Projected debt portfolio** 

The above chart shows the projected debt balance including assumptions in refinancing and incremental debt. The rates shown for each category of debt are those already locked in and are real rates for the index-linked debt and nominal rates for the fixed rate debt.

### The benefit of our treasury policies and treasury excellence

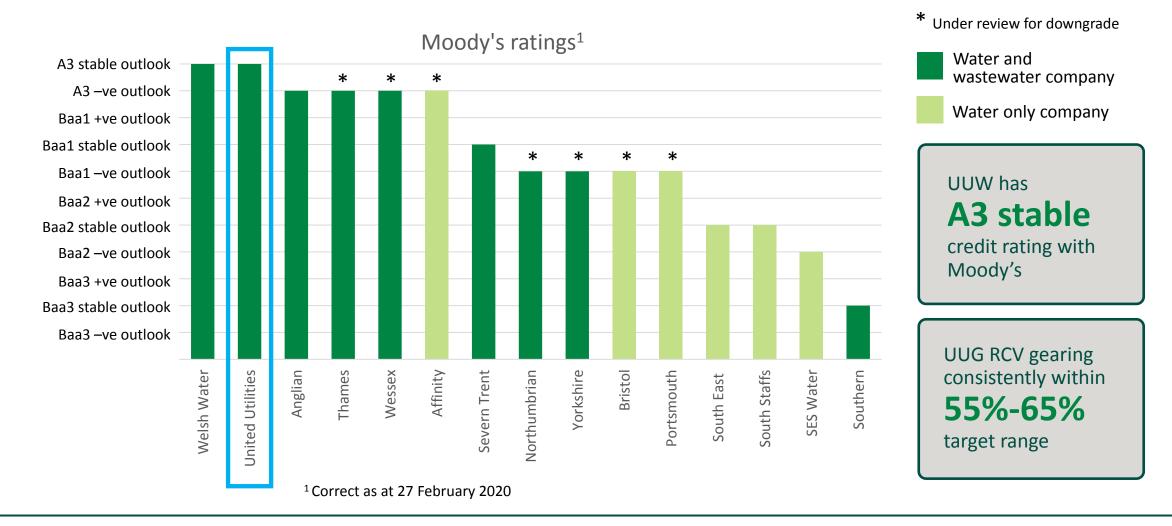
We typically outperform the index for new debt by 50-100bps



The iBoxx A/BBB 10

### **Strong balance sheet underpins financial performance**

Robust capital base giving high degree of resilience and financial flexibility



### **Private placements**

### **Targets set c20bps within public bond prices**



### Monitor multiple currencies and forms for **best relative value**



Rapid evaluation of emerging opportunities through CFO **delegated authorities** 



Targets set

### Take advantage

c20bps within

of specific investor needs and market conditions

public bond market prices



### Levels posted

for a range of maturities, currencies and form



### **Benefits include**

investor diversification and spread of refinancing

### Case study 1

GBP 32,000,000 notional amount

0.359% coupon CPI-linked form



Issue date Oct 2017



### 

### **Public bond issues**

### EMTN programme allows quick mobilisation when opportunities present

### Monitor GBP and EUR markets for **best relative value**



Rapid evaluation of emerging opportunities through CFO **delegated authorities** 



GBP public market conditions **favourable** due to low supply



### Longer dated

transaction targeted due to market conditions and investor demand

### **First mover advantage**

following announcement to accept the final determination



### Case study 2

GBP 250,000,000 notional amount

1.75% coupon fixed rate form



**Issue date** Feb 2020



### Summary

Strong track record, well positioned for the future



Pensions

a significant driver of relative value



Treasury

policies lead to

best credit

ratings



### **Track record**

of delivering financing outperformance

 $(\checkmark)$ 



Treasury excellence gives future cost savings



.





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## Jo Harrison

**Environment and Asset Strategy Director** 



### **AMP7 performance commitments**

### Headlines...



Developed bespoke commitments through extensive customer and stakeholder research. Incentivising the things that are important to them



Robust plans for measures that assess our relative performance with the rest of the industry



AMP7 – bigger financial opportunities to innovate and outperform than AMP6



Balanced incentives providing customer protection should we not get it right



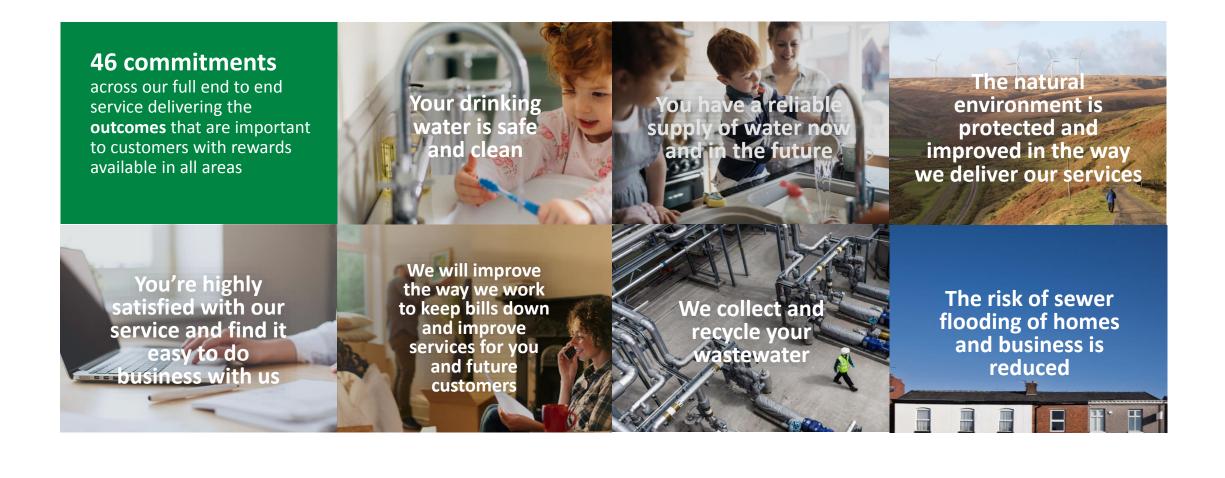
Innovative incentive mechanisms to improve the resilience of our services



### **Because the North West matters**



### **AMP7: Customer commitments: Outcome Delivery Incentives (ODIs)**



### **AMP7: Customer commitments: Outcome Delivery Incentives (ODIs)**

### 46 commitments

 $\mathbf{P}$ 

across our full end to end service delivering the **outcomes** that are important to customers with rewards available in all areas 7Comparative<br/>-£252m to +£128mMeasuring agains5Common<br/>-£69m to +£31mMeasuring agains<br/>company specific27Bespoke ODI<br/>-£214m to +£249mUnique to us offer<br/>where we truly de

Reputational

Measuring against the sector with **comparative targets** 

Measuring against the sector with rewards based on company specific targets

Unique to us offering **outperformance opportunities** where we truly deliver **what matters to our customers** 

No financial incentive

All figures are reflective of Ofwat's view of our P10 and P90 positions in United Utilities Final Determination: December 2019.

### Ambition and innovation across our performance commitments (PCs)

We have co-developed with our customers some really innovative PCs that are important to them, they are industry leading and with incentives that provide good opportunities for outperformance

**First in the industry** to commit to tackling the issues of **air quality** by incentivising a reduction of emissions from our energy generation activities through an ODI.

£4.3m reward

£2.6m penalty

Reducing the number of properties with water quality risk from lead. The most stretching target of any other company, with equally leading outperformance opportunities.

£12.7m reward £3.1m penalty Reducing the **hydraulic risk of flooding** using innovative advanced modelling techniques for risk and investment planning. Exploring more scenarios in minutes than you could do manually in months.



£68.0m reward £61.2m penalty

Delivering additional **natural capital** value. **First in the industry** to unlock opportunities for outperformance by

generating value for communities across the North West from ecosystems services.

£5.5m reward

£2.0m penalty

Engaging with customers to change their behaviour. Using an innovative methodology to raise customer awareness to reduce the risk of flooding.



£3.0m reward £3.0m penalty New contingency plans increase the resilience in our water service. The first forward looking measure in the industry to incentivise long term resilience.

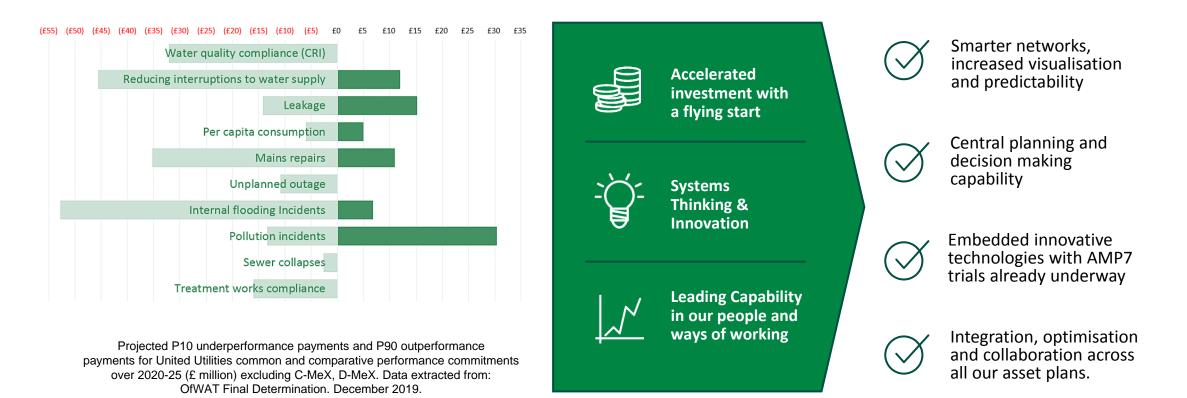


£9.3m reward £5.5m penalty

All figures are reflective of Ofwat's view of our P10 and P90 positions in United Utilities Final Determination: December 2019, with the exception of Water Service Resilience which has been adjusted to reflect the variability in this measure

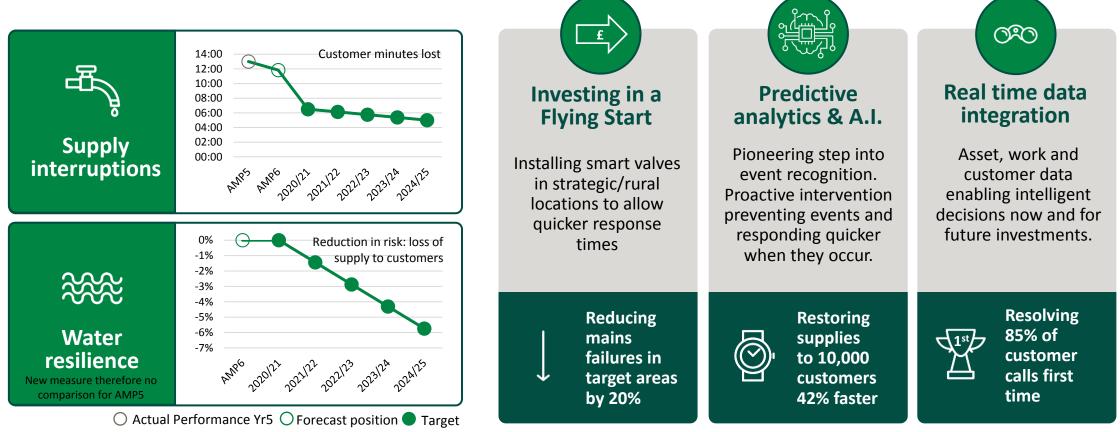
# Robust plans across our industry comparative and common commitments .....

.... and we have already started



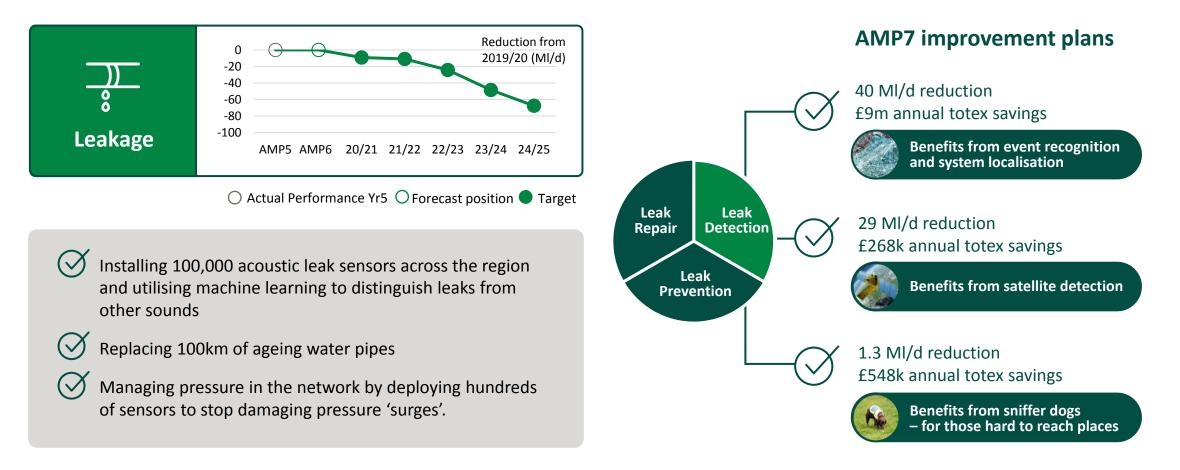
### **Ensuring our customers have a reliable supply of water**

Performance improvements across our core services now... ...and with extra resilience for the future

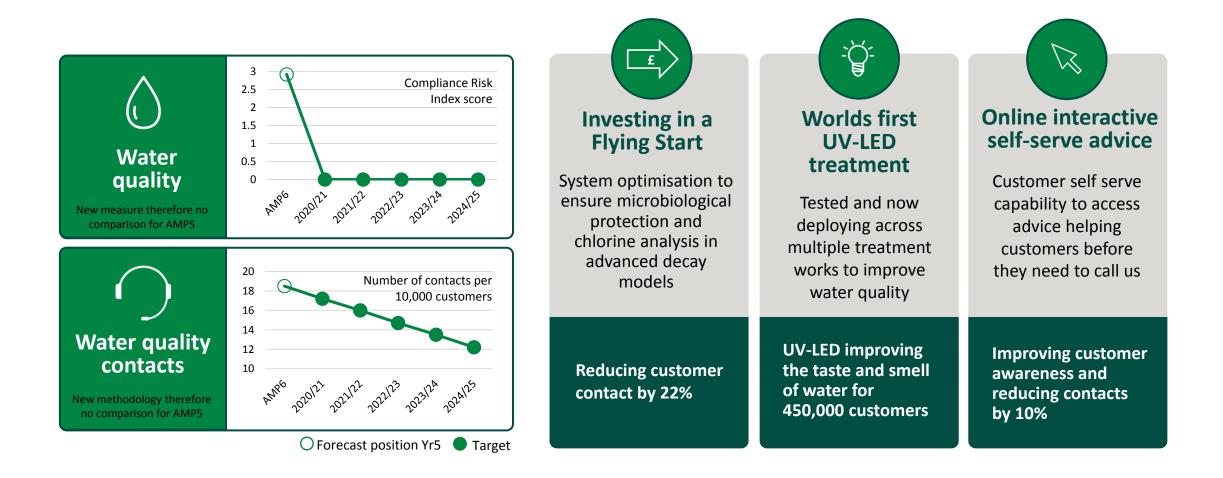


# **Ensuring our customers have a reliable supply of water**

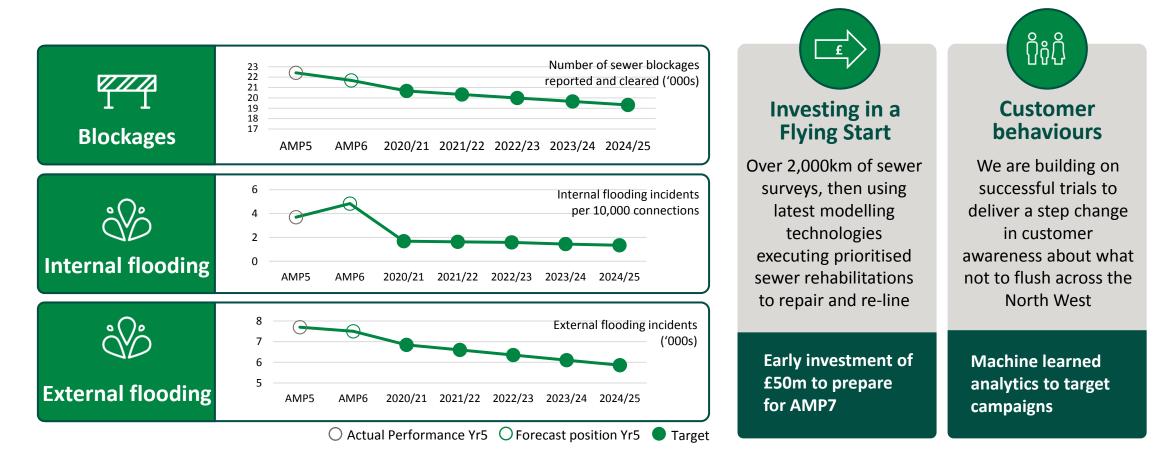
Utilising new technologies, as well as data analytics, to find leaks we couldn't find before and fix them more quickly...



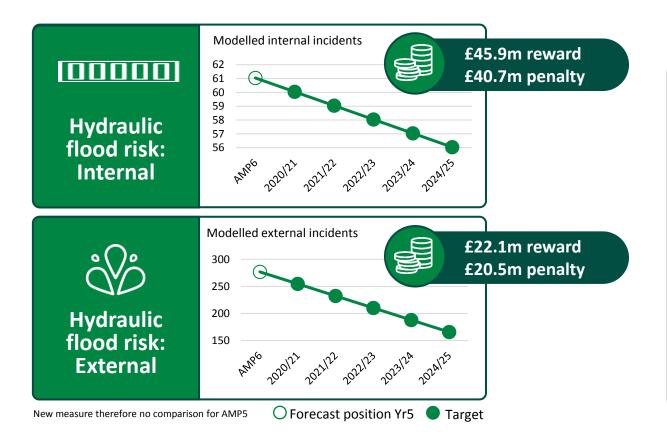
### Drinking water in the North West is safe and clean

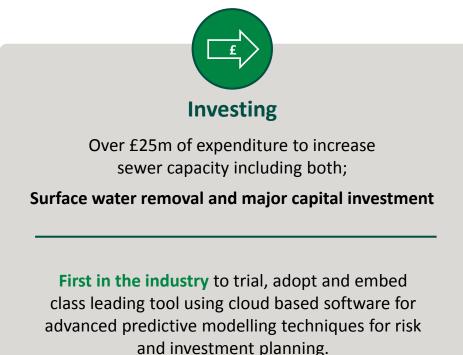


# ODIs across our wastewater network operations to ensure the risk of flooding is reduced



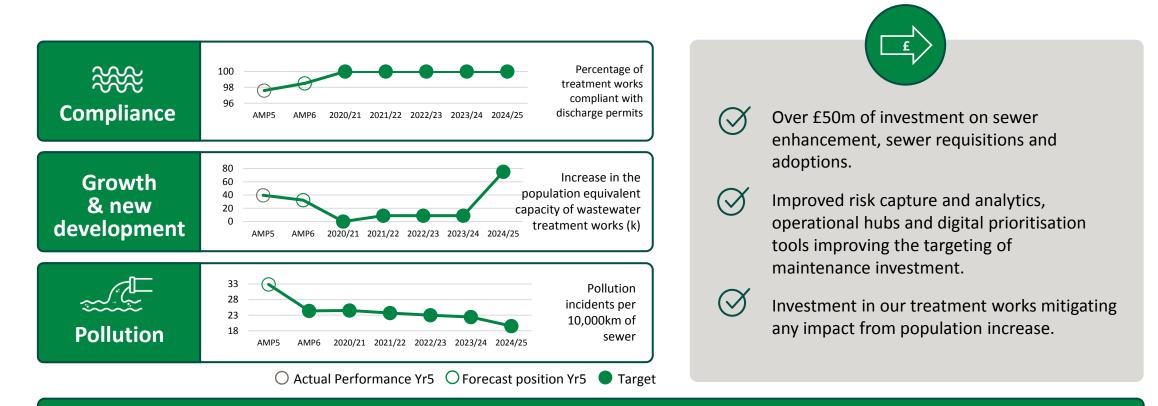
# Maximising the opportunities by incentivising a reduction in risk from hydraulic flooding





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# The natural environment is protected and improved in the way we deliver our services

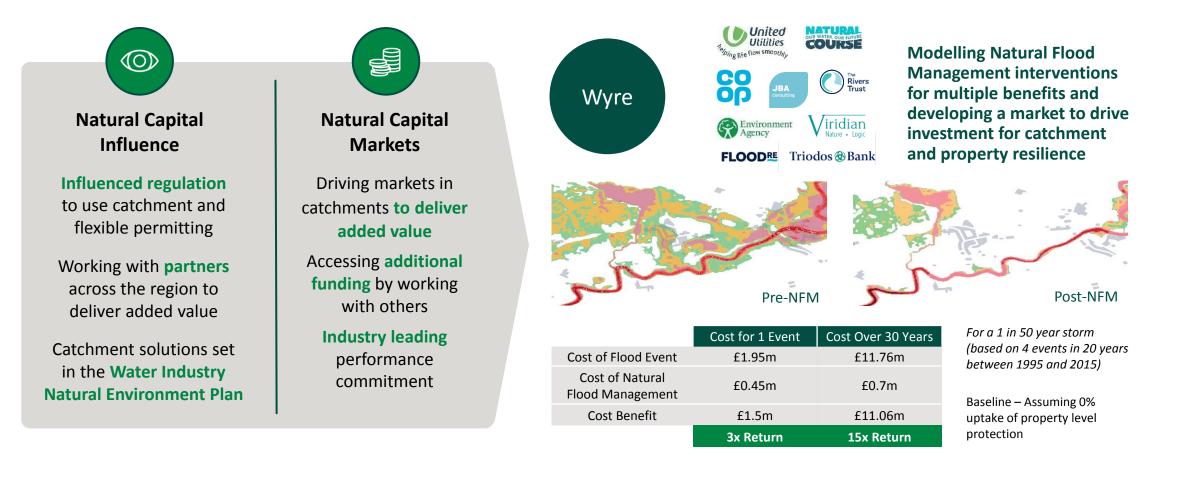




Through **catchment systems thinking**, we are moving away from asset solutions and towards an optimised integrated approach, considering risks holistically, combining asset and catchment solutions for better outcomes

### **Natural Capital = added value for everyone**

Measures supporting our climate change and circular economy strategies that are changing how the industry and regulators do business!

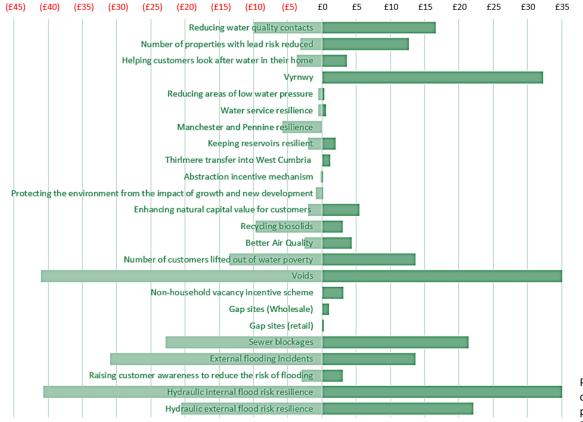


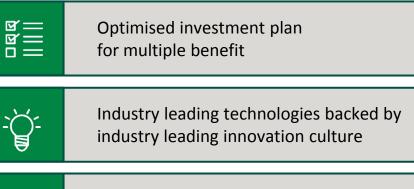
### **Natural Capital = added value for everyone**

Encouraging alternative solutions to ensure additional value through ODI outperformance



#### In Summary: Opportunities across the plan to unlock outperformance...







Systems thinking enabling a data driven proactive approach

Projected P10 underperformance payments and P90 outperformance payments for United Utilities bespoke performance commitments over 2020-25 (£ million) Data extracted from: OfWAT Final Determination. December 2019. Capital Markets Day

# Since Contral Operations Director



Water for the North West

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# Key Differentiators

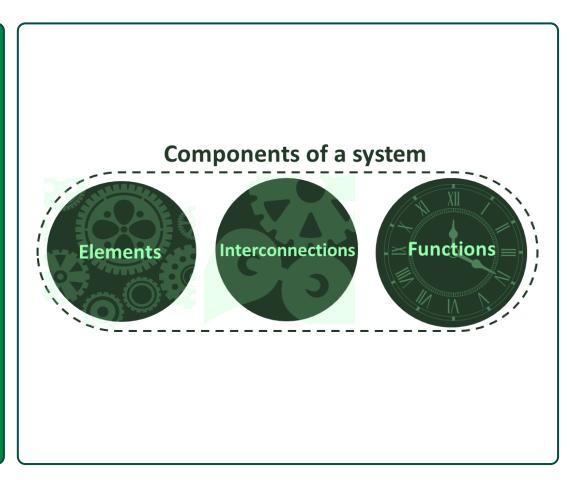


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### **Systems Thinking**

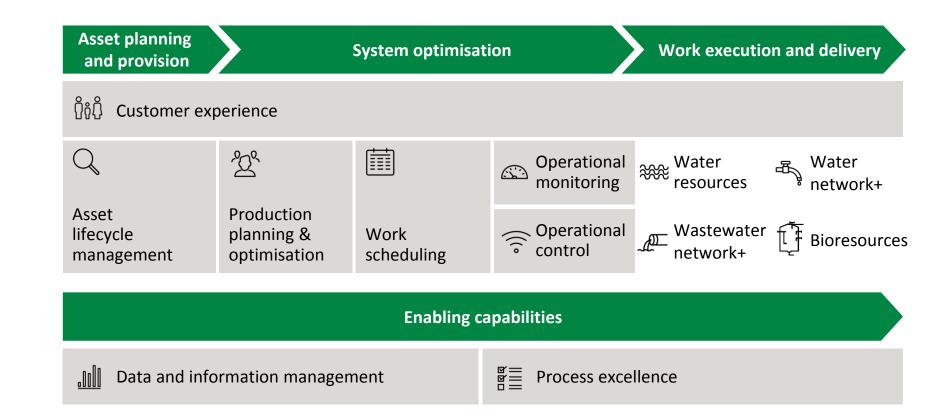
A **system** is a set of elements that are interconnected and work together to serve a common function or purpose.

**Systems thinking** involves learning about the individual components of a system and how they interact in order to start to identify patterns of behaviour and therefore predict performance in a given scenario.



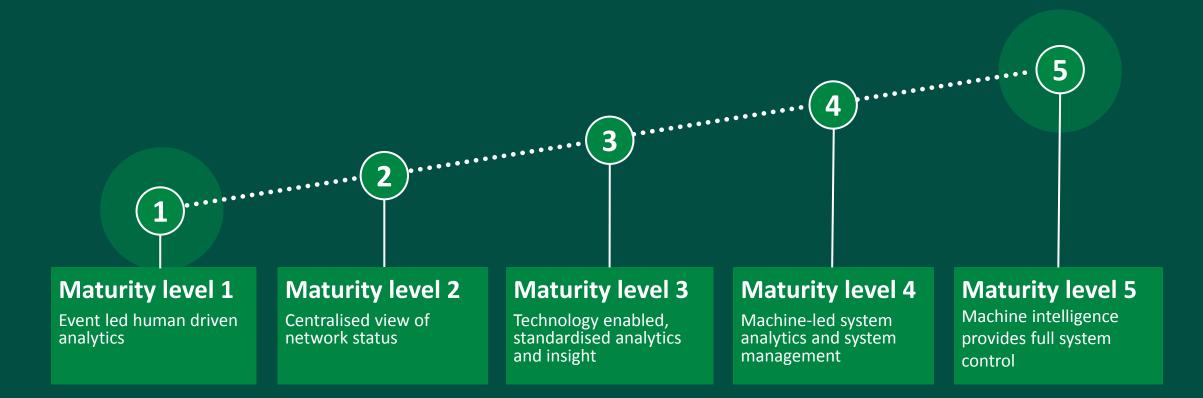
### **Capability model design**

Our capability model defines the 8 key capabilities required to deliver our Systems Thinking operating strategy.



## **Systems Thinking Capability Maturity**

**Operational Monitoring Example** 



# Gavin Moore

Accenture



Water for the North West

### **Securing benefits from Systems Thinking**

An example

# Systems integration at a catchment scale is delivering benefits for our AMP7 plan

Our industry leading work with the EA has resulted in five of our defined environmental obligations for AMP7 (WINEP) being set to follow this approach, saving a total of £18.9m.



Catchment Systems Thinking

#### **Our Innovation Model**

We have an established innovation model that has delivered £445m of total savings through innovation from AMP5 to AMP7.

We are encouraged by the Innovation Fund Ofwat is establishing for AMP7.

"Out of all the water company business plans we have assessed, United Utilities' plan has the best evidence of an embedded culture of innovation"

Ofwat DD, April 2019

Lab 1 - 3 suppliers awarded contracts Lab 2 – 4 promising ODI related research to scale-up innovations (e.g. blockage prediction) The 4 core components of our innovation model Accessing the Academia innovation & leveraged ecosystem funding Breakthrough Innovation

innovation

Catchment, real-time sensing Carbon blocks

Innovation as a corporate value The 'Innovation 100' **Annual CEO Challenge Apprentice sprints** Embedded crowd sourcing capability

culture

Academic

#### **Exploiting Digital Technology**

Our technology strategy is focused on leveraging value through the investment made in AMP6. This is now enabling us to exploit this technology across AMP7 to deliver performance & cost benefits.



- An existing fixed sensor network of 99,018 devices monitoring pressure, flow, level, quality, temperature, power & sound
- Further enhancement of the fixed sensors network in AMP7 – broader coverage and new traits & characteristics to measure
- Plus our new, advanced mobile sensor network

#### Data & Analytics

- Best in class data & analytics platforms
- ½ billion rows of data automatically loaded daily
- 185,000 analytic requests automatically processed daily
- Advanced analytics developments underway for leakage and C-MEX performance



#### Simple Machine Intelligence

Robotic Process Automation – embedded approach with 1/3 million human tasks now completed by robots saving 33,000 hours per year

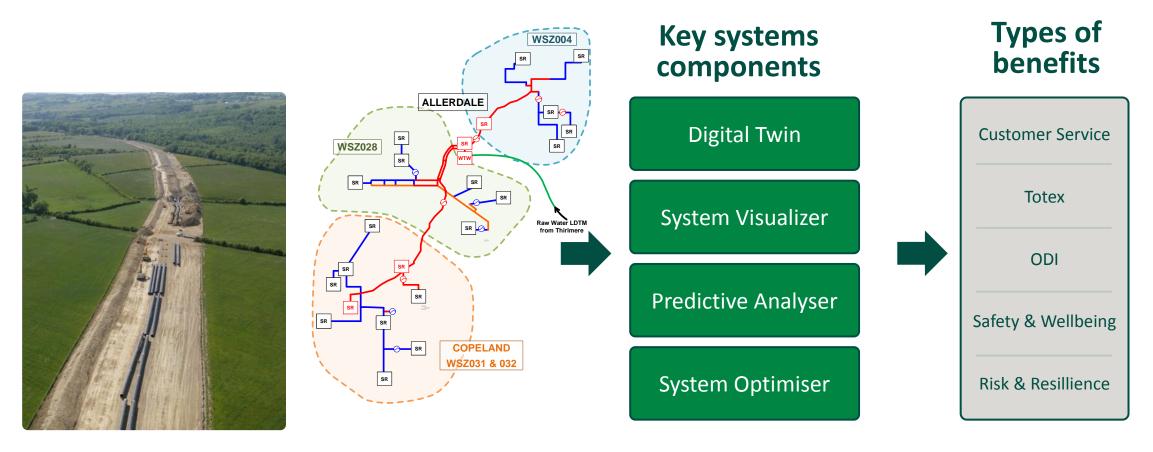
#### **Advanced Machine Intelligence**

Shifting our business from costly response & mitigation to predictive system management with our operational AIs: HARVI and ERWAN, soon to be joined by our third AI - EDDS

# **Innovation + Digital + Systems Thinking- the showcase**

The West Cumbria project is providing a new water supply to 150,000 customers

This major investment in a pipeline and new water treatment works is an ideal opportunity to establish a new benchmark for advanced operation of a water system.



# **Case Studies**



Water for the North West

#### **Customer Minutes Lost**

Blending technology, systems thinking and investment to deliver a step-change in comparative performance

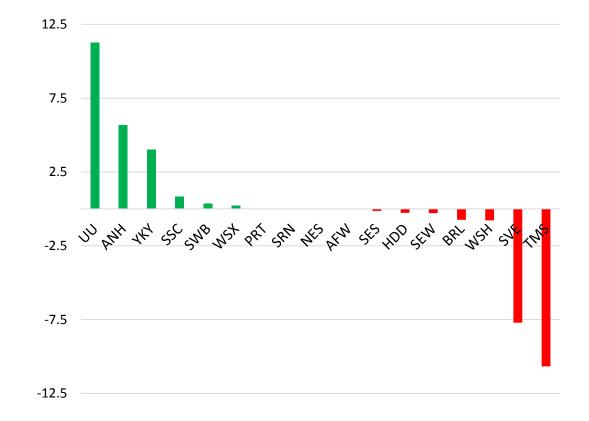
#### What is the ODI?

This measure incentivises the delivery of less interruptions to water supplies to customers.

This is an industry common measure for which an assessment of the industry annual upper quartile performance has been used to set the target.

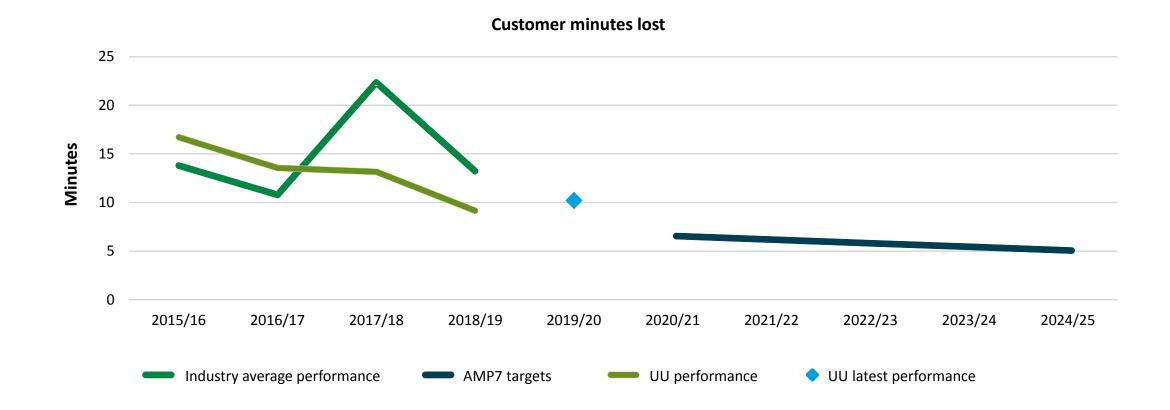
AMP6 - maximum penalty £52m and maximum reward £60mAMP7 - maximum penalty £80m and maximum reward £12m





Customer Minutes Lost - ODI Penalty/Reward 2018/19

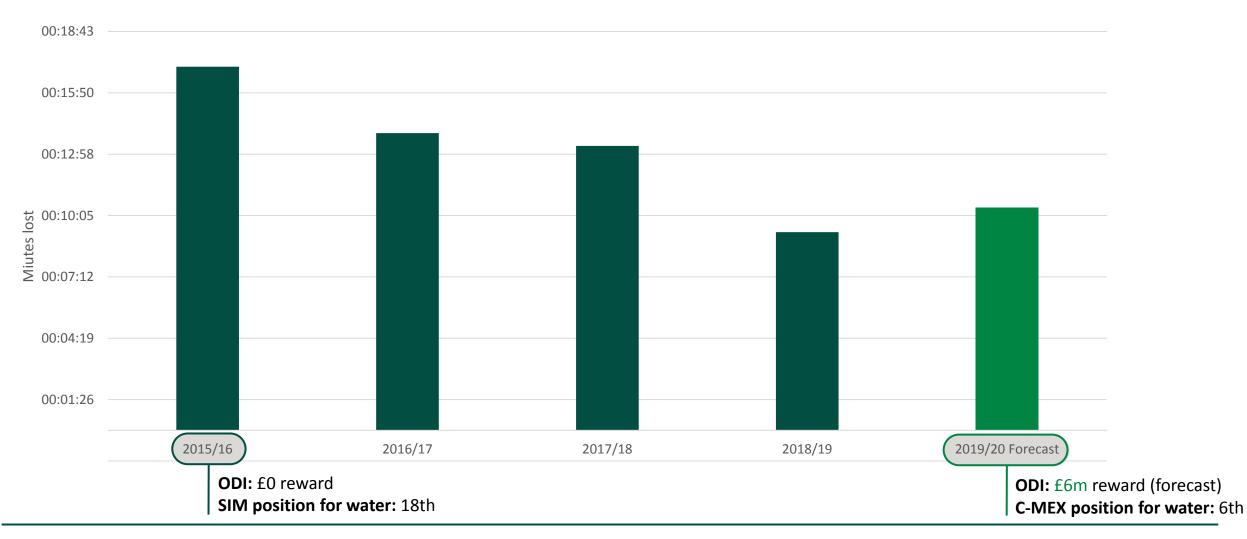
# The industry has been challenged to improve performance on this important customer measure



#### **Customer Minutes Lost ODI- AMP6 performance**

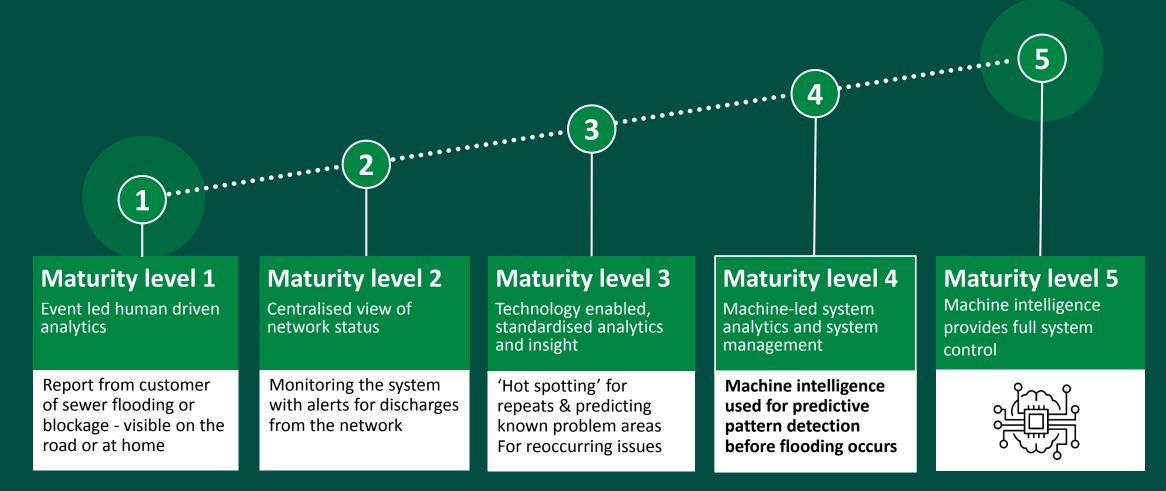
A 39% improvement and an ODI reward forecast of £17.2m.

Well placed for the AMP7 ODI target and supporting overall customer satisfaction



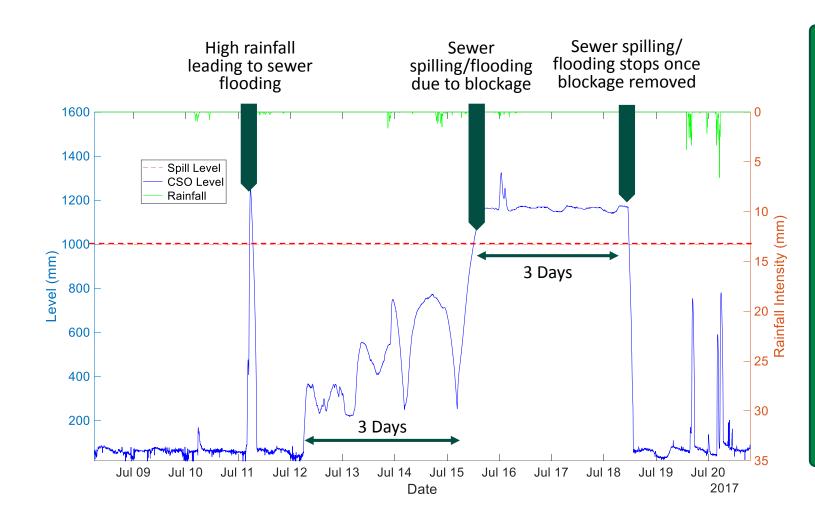
### We are thinking differently about how we tackle sewer flooding

Systems Thinking capability maturity for wastewater



# **Predicting Sewer Flooding**

#### Predicting instead of responding to sewer flooding is where our innovation is focussing



## Traditional Water Company:

- Blockage took 3 days to build before spilling/ flooding
- Only at the point of flooding/spilling was the issue identified
- Response speed is vital to mitigate the effect but by then the flooding/spilling has already occurred



# Meet EDDS (Event Duration and Detection System) our latest AI

#### **Combined Sewer Overflow Level Prediction and Near Real-Time Detection of Blockages in Smart Wastewater Systems**

- Over the last 5 year we have enhanced our sensor network with over 2,000 new sensors across the wastewater system
- We have applied learning from our ERWAN (Event Recognition in the Water Network)

   we developed, refined, and now use this Al everyday
- The new approach takes ERWAN and makes use of a proprietary evolutionary artificial neural networks (EANNs) and advanced statistical techniques to predict and detect the beginnings of network issues in near real-time

- Our capability has come from well developed partnerships with academia
- The novel methodology incorporates a number of scientific advances
  - Accurate level predictions
  - Self-build / self-learning

#### The question is:

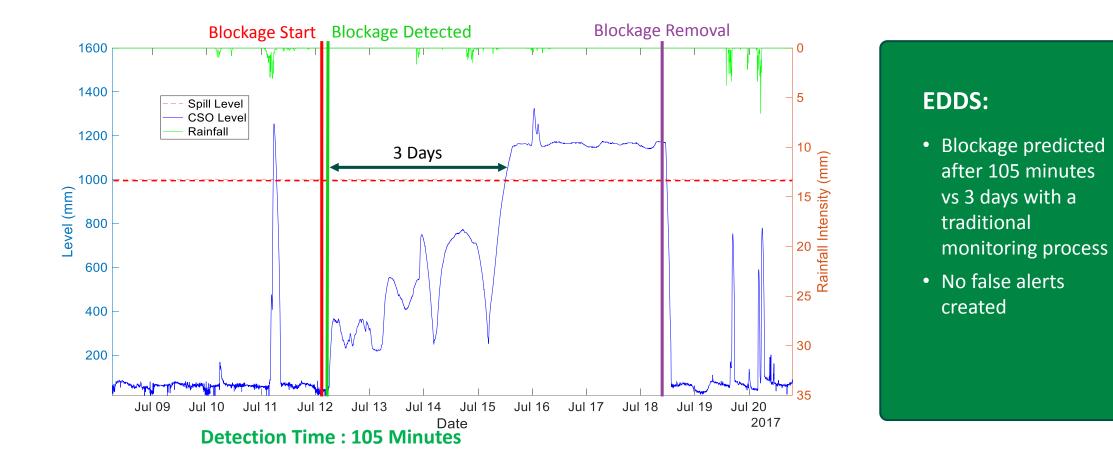
How early can EDDS spot the development of a real sewer blockage that will cause flooding?

#### Academic partnerships

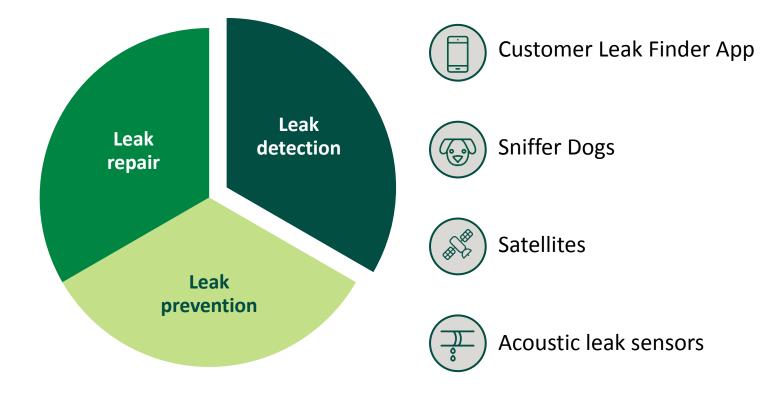


### **EDDS Performance – Proof of Concept**

Sewer flooding is predicted by EDDS 99% faster than a traditional detection approach



# We have a strong track record of innovation in leakage



#### **Delivering our strategy**

Utilising new technologies, as well as data analysis, to allow us to find leaks we couldn't find before and fix them more quickly...



Faster, more reliable and automated leak detection

# **Breakthrough innovation co-created for AMP7**

Exploiting digital technology with our advanced mobile sensor network

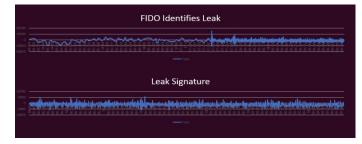
#### The Innovation – Digital Ear

- 3 Mobile Sensors
- Tech from outside water sector
- Low cost & real time results
- Suitable for many pipe sizes



#### Increased Accuracy & Efficiency

- Al software pinpoints leak
- Confirms leak likelihood and severity
- Link to work scheduling (leak repair)



#### Asset Mapping & Visualisation

- Al software confirms pipe and leak location
- Simple to interpret results



#### Digital sound file analysis - Efficiencies from AI software



Installing 100,000 acoustic leak sensors across the region and utilising machine learning to distinguish leaks from other sounds



AI software receives sound files from leak sensors, compares to leak library, calculates leak likelihood and severity – recommends schedule for leak fix. Continually improves through Machine Learning

#### Supports advanced Systems Thinking capability



Maturity level 4 Machine-led system analytics and system management

#### **Continuing innovation development to maximise business benefit**

Our first mover advantage has created a strong relationship with an innovative company



#### Ways of working



#### Technology development







#### Summary

- Our mature and proven approach to systems thinking and innovation is externally recognised as being the most advanced in the sector and is a cornerstone of our AMP7 plan.
- Combining this with the adoption rate of disruptive digital technologies means we are finding new innovative solutions to meet the challenges of AMP7
- This overarching capability and approach is enabling us to accelerate the delivery of benefits and to unlock new opportunities to reduce cost, improve performance and deliver a better service to customers.

We are therefore confident in delivering the efficiencies set out in our AMP7 plan and in identifying further opportunities across AMP7







Water for the North West

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# Louise Beardmore

**Customer Services and People Director** 

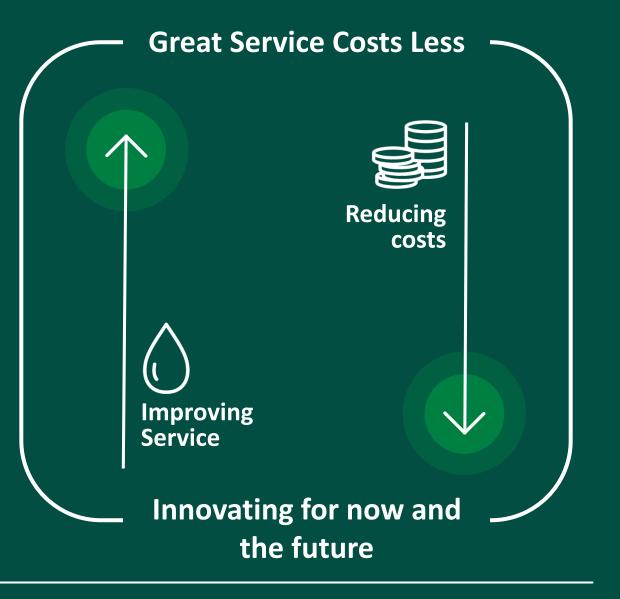


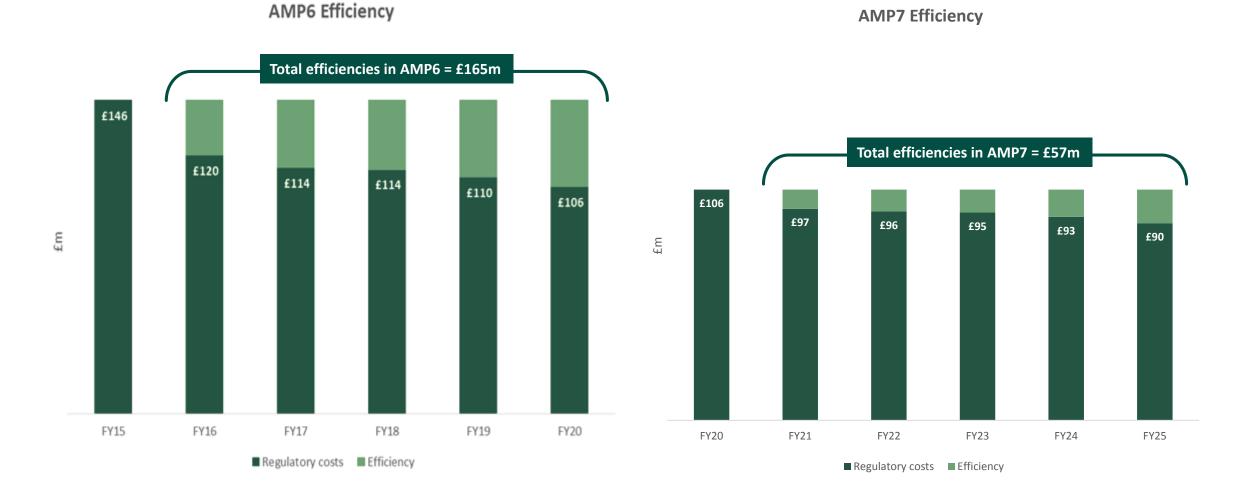
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#### **Customer Services Strategy**

We have a clear strategy in place delivering new services and capabilities to position us now and in the future...

...and at the same time we are responding to the unique demographics of our region.

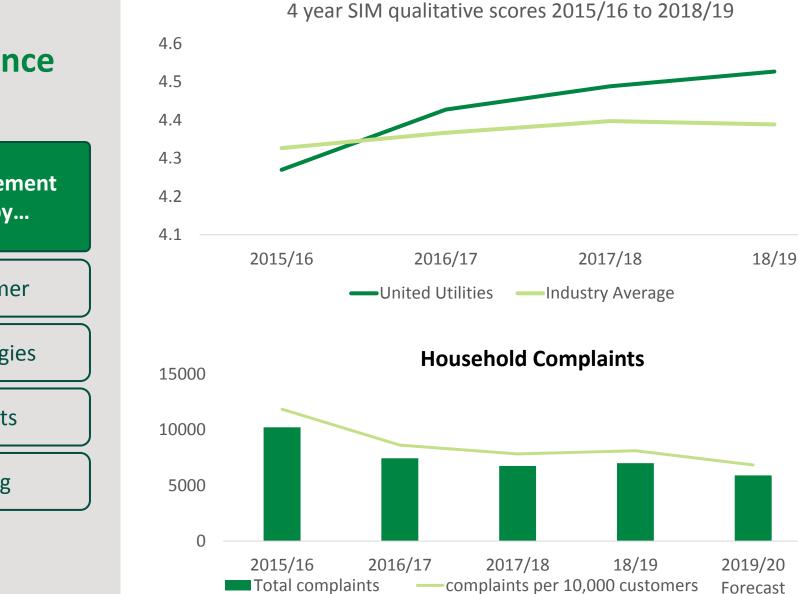




### **Driving efficiency – great service costs less**

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#### **SIM Improvements**



# Step change in service performance

We have delivered an improvement in customer service levels by...

Cultural focus on the customer

Implementing new technologies

Proactive customer contacts

Better complaints handling

40.0

30.0

20.0

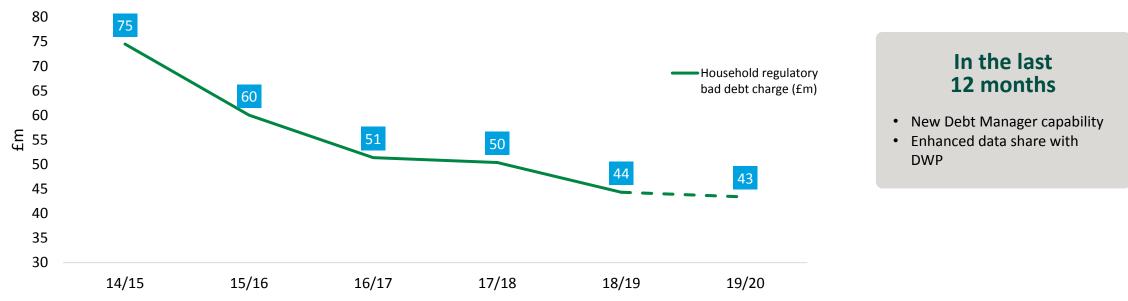
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# **Tackling customer bad debt**



Household regulatory bad debt charge across AMP6 (£)



# **Customer Services External Recognition**

Recognised across all areas of Customer Services; complaints handling, vulnerable customer support, customer engagement, collection and debt management to name but a few

**Customer Services** 

**Collections and Debt Management** 10

External accreditations;

- Service Mark with distinction one of only 13 brands nationally
- **CICMQ** only water company
- Shaw Trust only water company





25

Awards





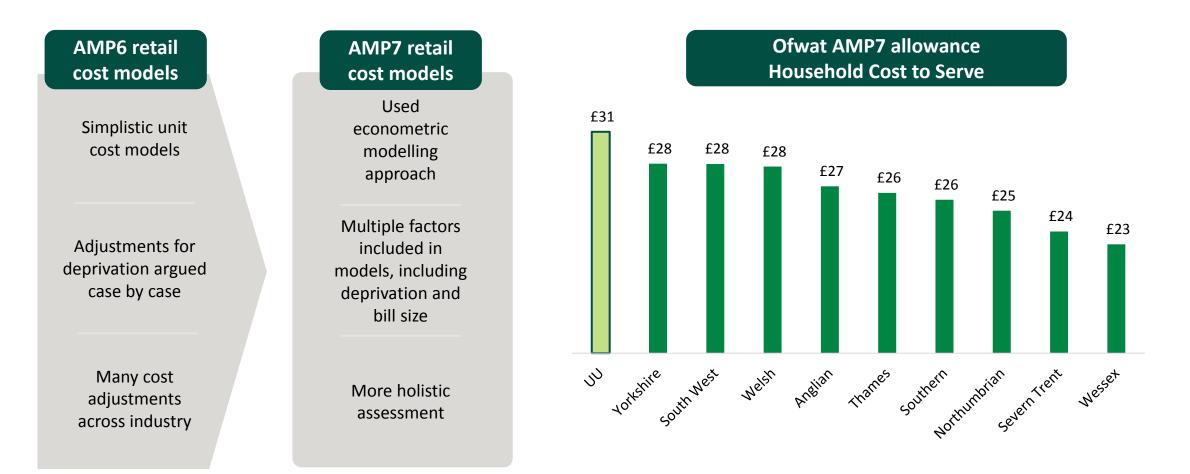
# What's different this AMP



# What's different this AMP for retail

Changes in Ofwat's approach to retail cost models and performance commitments have increased the focus on retail performance in AMP7.

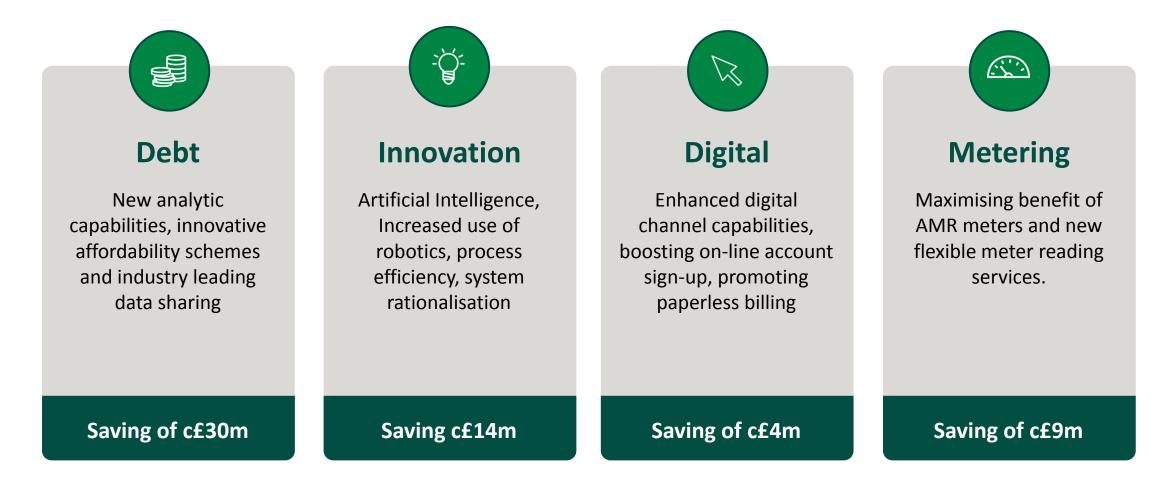
Improved retail cost models now reflect the unique challenges of retail operations in the North West.



# AMP7: Efficiencies in AMP7



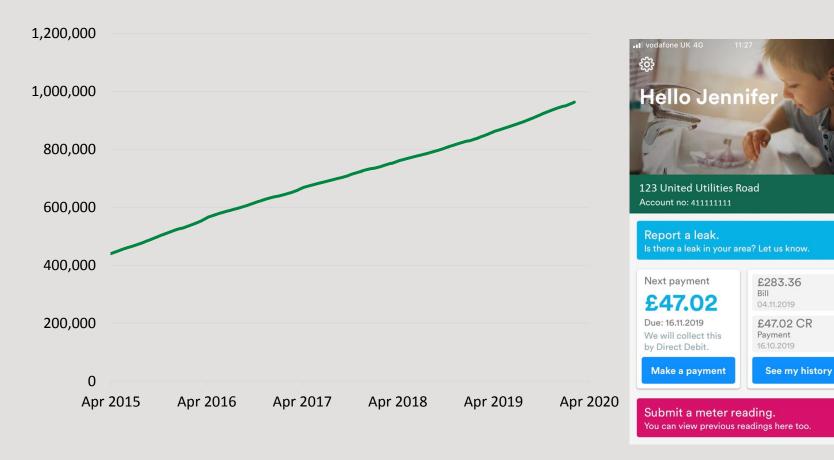
### **Delivering cost initiatives**



# **Digital - driving down operational costs**

Digital channels continue to grow in scale and sophistication.

#### Number of digital billing registrations









Payments made via app to date



customer registers for the App

**4.7** Appstore rating

2964,000 Registered for My Account

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4 minutes

Customer registers for My Account

# **ODI opportunities**



# **Customer Services Performance Commitments**

**12** of United Utilities' performance commitments are focussed on customer services, delivering the outcomes that are important to customers with rewards available for outperformance on specific performance commitments.

Measuring against sector, with rewards based on company specific targets

Unique to us, offering outperformance opportunities where we fully deliver what matters to customers

Reward range **£132m** 

Financially<br/>incentivisedOf the 12 performance commitments, rewards are<br/>available across 9 of the performance commitments

**Reputational** No financial incentive

Common

Bespoke

Penalty range -£163m

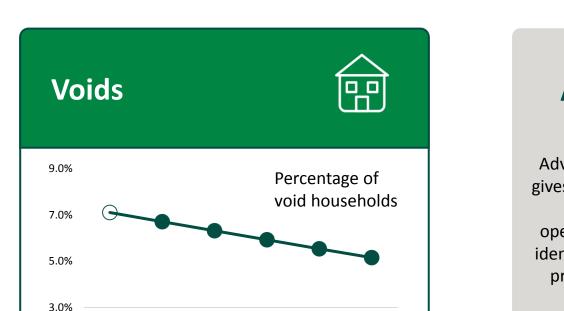
12

performance commitments

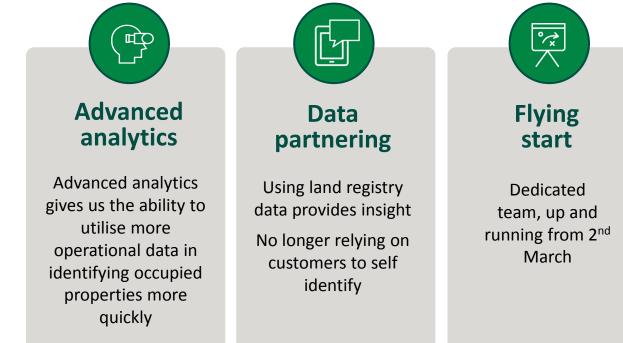
AMP6

### **Tackling levels of void households**

Improved data and analytics enabling an efficiently achieved reduction in unbilled homes...



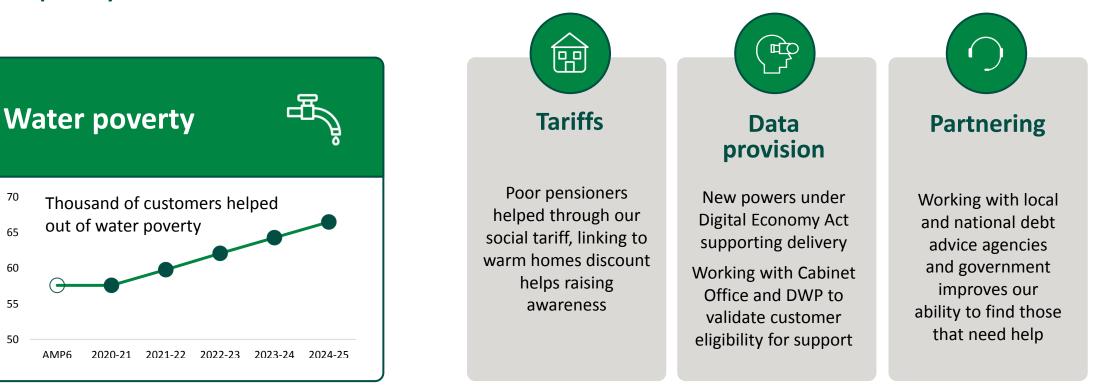
2020-21 2021-22 2022-23 2023-24 2024-25



#### Reward/penalty range = +/- £26m

#### 83

Bespoke



# **Keeping bills affordable for all customers**

Bespoke measure, to incentivise UU to increase the volume of customers lifted out of water poverty...

#### Reward/penalty range = +/- £14m

70

65

60

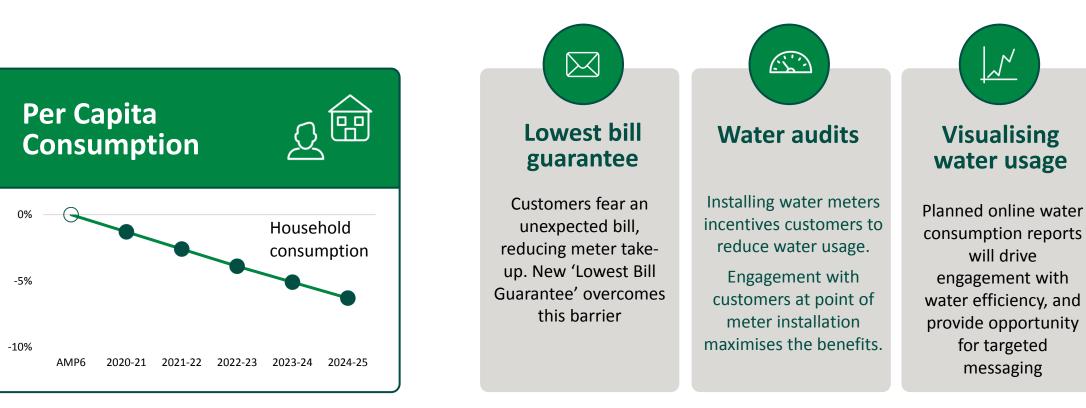
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50

Bespoke

## Bringing down levels of water use

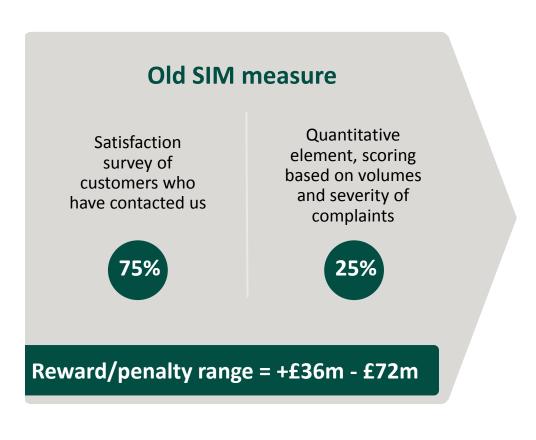
Using water meters and communication campaigns to change customer behaviour...



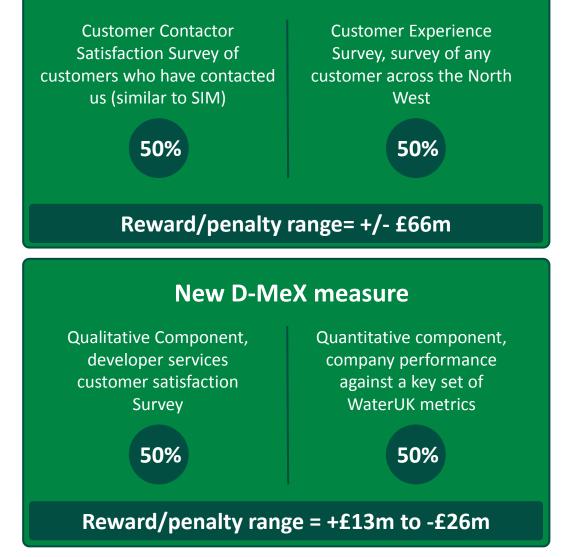
#### Reward/penalty range = +£2m to - £11m

Common





#### **New C-MeX measure**



# **C-Mex Shadow year performance**

#### In Quarter 3 we achieved the highest ever industry score, for the contactor element of CMeX.

# Common

#### **Satisfaction Survey**

Building on strong SIM performance, our contactor customer satisfaction scores are significantly above industry average.

#### **Experience Survey**

In the new experience survey our performance is above industry average.

#### **C-MeX score**

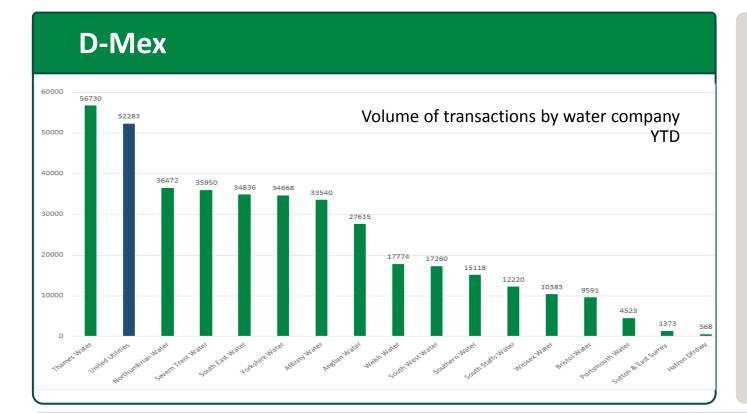
Our overall combined CMEX score has placed us in reward territory.



#### Reward/penalty range = +/- £66m

## **Developer experience performance commitments**

Spreading best practise in household Customer Services to improve developers' experience of engaging with us...





#### organisation structure

Moved Developer Services teams into wider Customer Service function to support cross team learning and economies of scale Redesigning customer journeys to deliver on what D-MeX measures tell us customers value most

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**Process** 

redesign

Common

#### Reward/penalty range = +£13m to -£26m

# Ensuring our non-household properties are being accurately billed

Incentivising retailers to keep customer data accurate and up to date...



#### Combined Reward/penalty range = +£5m to -£0m

Cost pass through to facilitate an effective market

Bespoke

# Driving Priority Services offering for our customers and the utility sector

Registrations remain **strong and embedded** within core customer touchpoints

There are now more than **c.100,000** Priority Services customers registered

Launched industry pilot with Electricity North West to share priority services data

Seeking **BSI accreditation** for "inclusive service provision" this year Leading role in full data share protocol with Electricity North West







Mental health



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Physical

Life events





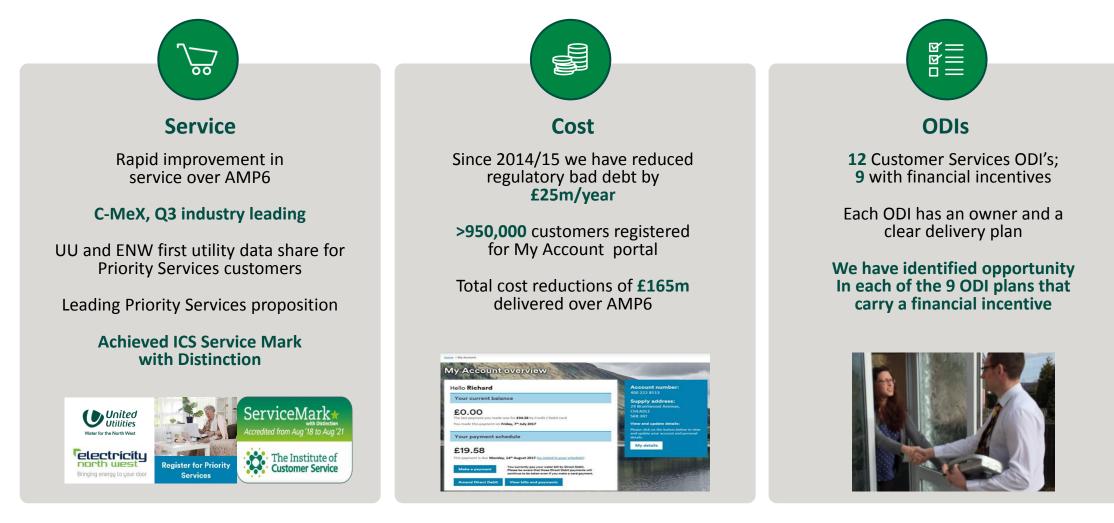
Financial

Working with partners, stakeholders and charities.

# Common

# Well placed for next AMP

#### Improving service and reducing costs for customers today and in the future







# Motivated and engaged

**Top 20 Best Places to Work 2020** Rated by employees using Glassdoor



**High levels of retention** Attrition is low, ensuring continuity of skills and business understanding



**High levels of employee engagement** Consistently tracking UK high performance norms

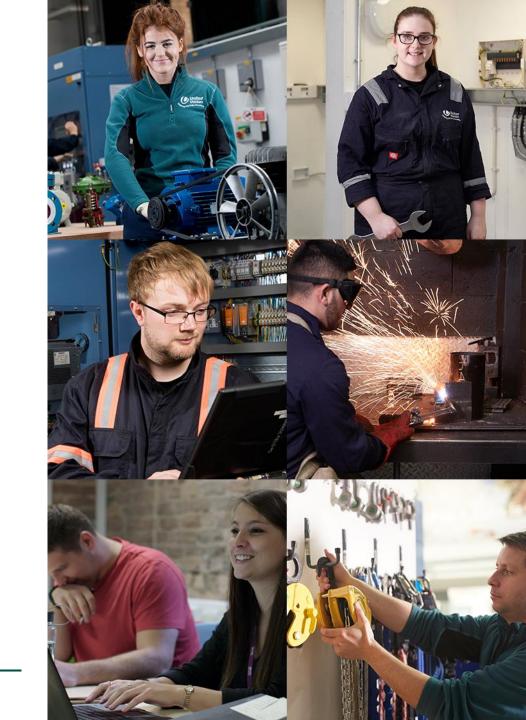


# **Trained and capable**

State-of-the-art
Training Centres

- Opened in 2015 ٠
- Only government approved apprentice training provider in water industry
- Invested >£3m to deliver industry ٠ specific skills
- Rated 'Good' by Ofsted ٠

40,000	<ul> <li>Training days delivered in 2018/19</li> <li>70% delivered in-house</li> </ul>
Investing in early careers	<ul> <li>Award winning apprentice and graduate programmes</li> <li>Regional social mobility programmes</li> </ul>
Investing in skills for the future	<ul><li>Digital and automation</li><li>Data analytics</li></ul>



# **Aligned and motivated**



# Sharing rewards for delivery

All-employee bonus plan unique amongst listed water companies

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Recognises delivery of business and personal targets based on business plan









#### **Capital Markets Day**

#### **Cautionary statement**

This presentation contains certain forward-looking statements with respect to the operations, performance and financial condition of the group. By their nature, these statements involve uncertainty since future events and circumstances can cause results and developments to differ materially from those anticipated. The forward-looking statements reflect knowledge and information available at the date of preparation of this presentation and the company undertakes no obligation to update these forward-looking statements. Nothing in this presentation should be construed as a profit forecast.

Certain regulatory performance data contained in this presentation is subject to regulatory audit.

This announcement contains inside information, disclosed in accordance with the Market Abuse Regulation which came into effect on 3 July 2016 and for UK Regulatory purposes the person responsible for making the announcement is Simon Gardiner, Company Secretary.

