

BOARD PROTOCOL FOR DEALING WITH CONFLICTS OF INTERESTS

The Board recognises that from time to time there may be conflicts that arise from a Director having an interest in a company or organisation that supplies goods or services to the Anglian Water Group or which is a business customer of the Anglian Water Group (an "External Company"). This interest may take the form of (i) a directorship of an External Company (ii) a major shareholding in an External Company or (iii) some form of retainer by the External Company e.g. where the Director is a consultant of or advisor to an External Company.

Where the Board (AWS or AWG) considers transactions or arrangements (including contract awards, contract amendments or contract disputes) with an External Company in which a Director has an interest, then that Director shall absent themselves from the meeting for the duration of any discussion and not take part in any decision.

In the case of the Chairman having such a conflict, he/she will absent themselves from the meeting and the Senior Independent Director will take the chair for the duration of the discussion.

Directors are reminded that they must declare their interest in a transaction or arrangement into which AWG is proposing to enter and must also declare an interest in a transaction or arrangement into which AWG has already entered.

Directors with such conflict should also not discuss conflicted items with Executives of Anglian Water outside Board meetings.