

# Modern Slavery Act 2015

## Calisen Group (Holdings) Limited

### Modern Slavery and Human Trafficking Statement

#### Introduction

Calisen Group (Holdings) Limited (formerly Calisen plc) (Reg No 12383518) is committed to improving its practices to combat modern slavery and human trafficking.

This statement sets out the approach taken by Calisen Group (Holdings) Limited and its subsidiaries in England and Wales (as set out below and together, “**Calisen**”) towards identifying and preventing modern slavery and human trafficking in its business and supply chains, as required under the Modern Slavery Act 2015 (the “**Act**”).

#### Calisen’s business and structure

Calisen is a leading owner and manager of essential energy infrastructure assets, as well as a provider of installation, meter reading and maintenance services. Calisen’s operations consist of three business units: Calvin Capital (Calvin Capital UK Limited and subsidiaries), Lowri Beck (Lowri Beck Holdings Limited and subsidiaries) and Plug Me In Limited.

Calvin Capital, the larger of the business units, is almost exclusively a meter asset provider (“**MAMP**”) that procures, installs, owns and manages a growing portfolio of domestic electricity and gas meters, with a particular focus on smart meters.

Lowri Beck operates within the utility services industry for a wide range of energy suppliers. Operating nationally, it offers a variety of services including meter installation, meter operator provision (or “**MOP**”), meter asset management (or “**MAM**”) and traditional meter reading services to its customers.

Plug Me In Limited is an accredited EV charge point installation business providing nationwide installation services for energy suppliers, EV charge point manufacturers, fleets, businesses and the general public.

Calisen is the ultimate parent of the following subsidiaries (together “**Subsidiaries**” and each a “**Subsidiary**”):

<b>Calisen Holdco 2 Limited</b> (formally Calvin Capital Group Limited)	Reg No: 10174142
<b>Calisen Holdco 3 Limited</b> (formally Calvin Capital UK Holdings Limited)	Reg No 10174809
<b>Calvin Asset Management Limited</b>	Reg No 07246723
<b>Calvin Capital Australia Holdings Limited</b>	Reg No: 10654168
<b>Calvin Capital Limited</b>	Reg No 06312177
<b>Calvin Capital UK Limited</b>	Reg No 06312174
<b>Calvin Managed Services Limited</b>	Reg No 13440495



<b>Calvin Metering Limited</b>	Reg No 09887083
<b>Charge Fit Limited</b>	Reg No 13585057
<b>Lowri Beck Holdings Limited</b>	Reg No 4347790
<b>Lowri Beck Services Limited</b>	Reg No 3364728
<b>Lowri Beck Systems Limited</b>	Reg No 5234356
<b>Meter Fit (North East) Limited</b>	Reg No 04410548
<b>Meter Fit (North West) Limited</b>	Reg No 04345746
<b>Meter Fit 10 Limited</b>	Reg No 09919526
<b>Meter Fit 2 Limited</b>	Reg No 07133661
<b>Meter Fit 20 Limited</b>	Reg No 09919624
<b>Meter Fit 3 Limited</b>	Reg No 07280893
<b>Meter Fit 4 Limited</b>	Reg No 08698368
<b>Meter Fit 5 Limited</b>	Reg No 09709451
<b>Meter Fit Assets Limited</b>	Reg No: 07423439
<b>Meter Serve (Holdco 2) Limited</b>	Reg No 12598014
<b>Meter Serve (Holdco) Limited</b>	Reg No 11638594
<b>Meter Serve (North East) Limited</b>	Reg No 04410547
<b>Meter Serve (North West) Limited</b>	Reg No 04345745
<b>Meter Serve 10 Limited</b>	Reg No 09919385
<b>Meter Serve 2 Limited</b>	Reg No 07126644
<b>Meter Serve 20 Limited</b>	Reg No 09919390
<b>Meter Serve 3 Limited</b>	Reg No 07280889
<b>Meter Serve 4 Limited</b>	Reg No 08698160
<b>Meter Serve 5 Limited</b>	Reg No 09708951
<b>Plug Me In Limited</b>	Reg No 13515633
<b>CGH2 Dormant Company Limited (formally Calisen Group (Holdings 2) Limited)</b>	Reg No: 10504539
<b>UW Home Services Limited</b>	Reg No 11427082
<b>Central Homes &amp; Facilities Management Limited</b>	Reg No 09969404



Calvin Capital, Lowri Beck and Plug Me In have each produced their own Modern Slavery and Human Trafficking statements in relation to the steps taken in investigating their own supply chains. Calvin Capital's statement can be found [here](#), Lowri Beck's statement can be found [here](#) and [Plug Me In's statement can be found here](#). These statements reflect this Calisen Modern Slavery and Human Trafficking Statement.

### **Calisen's supply chains**

As an expanding business with a number of suppliers, Calisen recognises that there is a risk (however small) for modern slavery or human trafficking occurring in its supply chains. Calisen takes a zero-tolerance approach to modern slavery and human trafficking and adheres to the strictest behaviours and standards and expects the same of its suppliers. Calisen therefore seeks to partner with suppliers that ensure a fair and ethical workplace, where workers are treated with dignity and respect and the highest standards of human rights are upheld.

### **Calisen's policies**

Calisen is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. It is a fundamental policy of Calisen to conduct its business with integrity and in accordance with the highest standards of ethics, equity and fair dealing.

In 2022 Calisen created groupwide policies to improve its procurement process. These policies are as follows:

1. Calisen Group Vendor Management Policy;
2. Calisen Vendor Management Security Policy; and
3. Calisen Group Code of Conduct for Vendors.

These policies reflect Calisen's commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in its supply chains.

### **Due diligence processes for modern slavery and human trafficking**

Calisen has taken appropriate steps to help ensure that modern slavery or human trafficking has not taken place in its supply chains and in any part of its own business.

Internally, Calisen has robust recruitment processes which include undertaking document checks on candidates prior to employment to evidence that they are permitted to work in the UK, performing appropriate reference checks and ensuring that staff are paid directly into a suitable personal bank account. In relation to its supply chains, it undertakes due diligence during the supplier selection process and has reviewed its contractual arrangements with current and prospective suppliers to ensure they comply with the Act.

As part of its initiative to identify and mitigate risk, Calisen has: 1) implemented the new procurement processes outlined above; 2) updated its due diligence processes; 3) acknowledged the need to continue to map its supply chains to identify the parts of the supply chains where the risks are most severe or most likely to occur; and 4) adopted processes to identify and assess potential risk areas in its supply chains. During 2022 Calisen has further enhanced its vendor management process to better understand and categorise the risks presented by suppliers. This involves consideration of the geographical location where its supply chain operates as well as assessing whether specific parts of the business or particular relationships or transactions are vulnerable to modern slavery and human trafficking.

### **Supplier adherence to Calisen's values**

Calisen engages with its suppliers to seek assurance about their anti-slavery and human trafficking policies and whether they are taking steps to prevent modern slavery and human trafficking in their



respective businesses and supply chains. Calisen will not support or engage suppliers where it is aware of modern slavery or human trafficking in such suppliers' business or supply chains or where a supplier has failed to give Calisen the requisite assurances.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chains and its business, Calisen has rolled out an online training program on modern slavery to increase awareness amongst staff. Calisen staff will complete the same training as Calvin Capital staff. Lowri Beck and Plug Me In are also implementing an online training platform. All new starters will complete this training on joining Calisen and all existing staff will be required to complete this training every two years.

### **Calisen's effectiveness in combating modern slavery and human trafficking**

Calisen's analysis suggests that the risk for Calisen of involvement in modern slavery and human trafficking is low on the basis that it conducts extensive due diligence processes on its supply chains and its supply chains are established suppliers that have in place significant due diligence processes. When dealing with suppliers operating in jurisdictions outside the United Kingdom, Calisen implements a full assessment on their compliance with, amongst others, the Act and, if appropriate, Calisen requires a site audit to those suppliers to ensure their compliance with Calisen's standards.

During 2022 Calisen has reinstated onsite audits of its suppliers where possible, and virtual audits where not, as part of Calisen's approach to combatting modern slavery and human tracking to ensure compliance with the Act in accordance with Calisen's standards.

### **Further steps**

Calisen is committed to continual improvement and will take active measures to combat modern slavery and human trafficking in its business and supply chains.

This statement is made under section 54(1) of the Modern Slavery Act 2015 and constitutes Calisen's Modern Slavery and Human Trafficking Statement for the financial year ending 31 December 2022.

This statement has been approved by Calisen's board of directors and will be reviewed annually.

Approved by the Board: 19 January 2023

Signed by: Sean Latus

Group Chief Executive Officer