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Modern Slavery Act 2015

Calisen Group (Holdings) Limited Modern Slavery and Human Trafficking Statement

Introduction

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

Calisen’s business and structure

Calisen own, install and manage essential energy infrastructure assets that offer smarter energy for all. Through smart metering, data services, EV charging infrastructure, and the electrification of heat, we’re building a more sustainable, smarter world for the next generation.

Calisen’s operations consist of three business units: **Calisen Metering** (a branding name for Calisen Holdco4 Limited and subsidiaries and Calisen Metering Holdings Limited and subsidiaries), Plug Me In (incorporating Plug Me In Limited and Plug Me In (Heat) Limited) and Advizzo Limited.

Calisen Metering offers a variety of services. It is a meter asset provider (“**MAP**”) that procures, installs, owns and manages a growing portfolio of domestic electricity and gas meters, with a particular focus on smart meters and 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. Its new partner company, Plug Me In (Heat) Limited (together known as Plug Me In), is an accredited Heat Pump installation business providing nationwide installation services for Heat Pumps to private and public sector organisations, social housing providers, housing developers to homeowners.

Advizzo Limited, acquired during 2023, is a behavioural science software company, transforming the way customers think about their energy and water consumption, and how utility companies connect with their customers.

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

Calisen Holdco 2 Limited	Reg No: 10174142
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Calisen Holdco 3 Limited	Reg No 10174809
Calisen Asset Management Limited (formerly Calvin Asset Management Limited)	Reg No 07246723
Calisen International Holdings Limited (formerly Calvin Capital Australia Holdings Limited)	Reg No: 10654168
Calisen Meter Serve Holdco Limited (formerly Calvin Capital Limited)	Reg No 06312177
Calisen Holdco 4 Limited (formerly Calvin Capital UK Limited)	Reg No 06312174
Calisen Smart 360 Limited (formerly Calvin Managed Services Limited)	Reg No 13440495
Calisen Meter Fit Limited (formerly Calvin Metering Limited)	Reg No 09887083
Plug Me In (Investments) Limited (formerly Charge Fit Limited)	Reg No 13585057
Calisen Metering Holdings Limited (formerly Lowri Beck Holdings Limited)	Reg No 4347790
Calisen Metering Services Limited (formerly Lowri Beck Services Limited)	Reg No 3364728
Calisen Metering Systems Limited (formerly Lowri Beck Systems Limited)	Reg No 5234356
Meter Fit (North East) Limited	Reg No 04410548
Meter Fit (North West) Limited	Reg No 04345746
Meter Fit 10 Limited	Reg No 09919526
Meter Fit 2 Limited	Reg No 07133661
Meter Fit 20 Limited	Reg No 09919624
Meter Fit 3 Limited	Reg No 07280893
Meter Fit 4 Limited	Reg No 08698368
Meter Fit 5 Limited	Reg No 09709451
Meter Fit Assets Limited	Reg No: 07423439
Meter Serve (Holdco 2) Limited	Reg No 12598014
MSH Dormant Company Limited (formerly Meter Serve (Holdco) Limited)	Reg No 11638594
MSNE Dormant Company Limited (formerly Meter Serve (North East) Limited)	Reg No 04410547

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MSNW Dormant Company Limited (formerly Meter Serve (North West) Limited)	Reg No 04345745
MS10 Dormant Company Limited (formerly Meter Serve 10 Limited)	Reg No 09919385
MS2 Dormant Company Limited (formerly Meter Serve 2 Limited)	Reg No 07126644
MS20 Dormant Company Limited (formerly Meter Serve 20 Limited)	Reg No 09919390
MS3 Dormant Company Limited (formerly Meter Serve 3 Limited)	Reg No 07280889
MS4 Dormant Company Limited (formerly Meter Serve 4 Limited)	Reg No 08698160
MS5 Dormant Company Limited (formerly Meter Serve 5 Limited)	Reg No 09708951
Plug Me In Limited	Reg No 13515633
CGH2 Dormant Company Limited	Reg No: 10504539
UW Home Services Limited	Reg No 11427082
Central Homes & Facilities Management Limited	Reg No 09969404
Plug Me In (Heat) Limited	Reg No 13048116
Advizzo Limited	Reg No 09622961
Maple Topco Limited	Reg No 10610335
Maple Holdco 1 Limited	Reg No 10610572
Maple Holdco 2 Limited	Reg No 11166365
Maple Holdco 3 Limited	Reg No 12222574
Mapleco1 Limited	Reg No 10610657
Mapleco2 Limited	Reg No 11166524
Mapleco3 Limited	Reg No 12222629

Calisen Holdco 4 Limited, Calisen Metering Holdings Limited 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. These statements can be [found here](#). These statements reflect this Calisen Modern Slavery and Human Trafficking Statement.

Advizzo was purchased during 2023 and to date has not been legally required to produce a Modern Slavery Act statement.

Calisen's supply chains



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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 2023 Calisen embedded the 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 will be reviewed and updated, where appropriate, in 2024. 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) a robust 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 2023 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



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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. In 2023 Calisen Metering and Plug Me In have implemented the same 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.

Advizzo staff will receive the same training during 2024.

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 2023 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 trafficking 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 2023.

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

Approved by the Board: 23 January 2024

Signed by: Sean Latus

Group Chief Executive Officer