

Modern Slavery Act 2015

Calisen plc Modern Slavery and Human Trafficking Statement

Introduction

Calisen is committed to improving its practices to combat slavery and human trafficking.

This statement sets out the approach taken by Calisen plc 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 two business units: Calvin Capital (Calvin Capital Group Holdings Limited and subsidiaries) and Lowri Beck (Lowri Beck Holdings Limited and subsidiaries).

Calvin Capital, the larger of the two business units, is almost exclusively 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.

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.

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

Calisen Group Holdings Limited (formally CCH1 Limited)	Reg No: 10504539
Calisen Group 2 Limited	Reg No: 12410272
Calisen Group Limited (formally Calvin Capital Group Holdings Limited)	Reg No: 10504732
Calisen Holdco Limited (formally Calvin Capital Holdco Limited)	Reg No: 10173259
Calisen Holdco 2 Limited (formally Calvin Capital Group Limited)	Reg No: 10174142
Calvin Capital Australia Holdings Limited	Reg No: 10654168
Calisen Holdco 3 Limited (formally Calvin Capital UK Holdings Limited)	Reg No 10174809
Calvin Capital UK Limited	Reg No 06312174
Calvin Capital Limited	Reg No 06312177

Meter Serve (Holdco) Limited	Reg No 11638594
Meter Serve (North East) Limited	Reg No 04410547
Meter Fit (North East) Limited	Reg No 04410548
Meter Serve (North West) Limited	Reg No 04345745
Meter Fit (North West) Limited	Reg No 04345746
Meter Serve 2 Limited	Reg No 07126644
Meter Serve (Holdco 2) Limited	Reg No 12598014
Meter Fit 2 Limited	Reg No 07133661
Meter Serve 3 Limited	Reg No 07280889
Meter Fit 3 Limited	Reg No 07280893
Meter Serve 4 Limited	Reg No 08698160
Meter Fit 4 Limited	Reg No 08698368
Meter Serve 5 Limited	Reg No 09708951
Meter Fit 5 Limited	Reg No 09709451
Meter Serve 10 Limited	Reg No 09919385
Meter Fit 10 Limited	Reg No 09919526
Meter Serve 20 Limited	Reg No 09919390
Meter Fit 20 Limited	Reg No 09919624
Meter Fit Assets Limited	Reg No: 07423439
Calvin Asset Management Limited	Reg No 07246723
Calvin Metering Limited	Reg No 09887083
Lowri Beck Holdings Limited	Reg No 4347790
Lowri Beck Services Limited	Reg No 3364728
Lowri Beck Solutions Limited	Reg No 6371746
Lowri Beck Systems Limited	Reg No 5234356
Lowri Beck Direct Limited	Reg No 9225009
Lowri Beck Software Limited	Reg No 3822548

Lowri Beck Meters Limited	Reg No 8465587
----------------------------------	----------------

Calvin Capital and Lowri Beck 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](#) and Lowri Beck's statement can be found [here](#). These statements reflect this Calisen plc 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 slavery or human trafficking to occur in its supply chains. Calisen takes a zero-tolerance approach to 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

As highlighted in its values, 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.

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. Calvin Capital and Lowri Beck each have their own policies in dealing with these issues, as can be seen from their independent statements on the subject.

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 slavery and human trafficking is not taking place anywhere in its supply chains.

Due diligence processes for slavery and human trafficking

Calisen has taken appropriate steps to help ensure that 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 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) reviewed and revised its procurement processes; 2) reviewed its due diligence processes; 3) acknowledged the need 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) recognised that processes should be adopted to identify and assess potential risk areas in its supply chains. 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 slavery and human trafficking in their respective businesses and supply chains. Calisen will not support or engage suppliers where it is aware of 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 is mindful that appropriate training should be introduced and delivered to all of its staff. Calvin Capital has rolled out an online training program on modern slavery, developed by Kallidus, to increase awareness amongst staff. Calisen plc staff will complete the same training as Calvin Capital staff. Lowri Beck intends to develop a training and awareness program to provide employees with knowledge on how to identify exploitation and modern slavery as well as the process for reporting suspected cases. This had originally been scheduled to take place in 2020 however, due to the impacts of Covid-19 this has been rescheduled for 2021.

Calisen's effectiveness in combating 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.

As part of Calisen's approach to combat slavery and human tracking typically a number of physical site visits to suppliers (including at international locations) are undertaken in each financial year. However, due to COVID 19 such physical visits have not been possible in 2020 and therefore Calisen has adapted its approach. Virtual audits of selected suppliers are being undertaken 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 Slavery and Human Trafficking Statement for the financial year ending 31 December 2020.

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

Signed by:

Date: 18th January 2021

BERT PIJLS

Chief Executive Officer