

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, Plug Me In (Heat) Limited and Environmental Energies Limited) and Advizzo Limited.

Calisen Metering offers a variety of services. It is 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 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. Plug Me In (Heat) Limited, 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. Environmental Energies Limited, acquired in 2024, is an accredited solar panel and battery storage installation business providing nationwide installation services of solar panels and battery storage to commercial and residential customers. These three companies trade under the name Plug Me In.

Advizzo Limited 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
Calisen Holdco 3 Limited	Reg No 10174809
Calisen Asset Management Limited (formally Calvin Asset Management Limited)	Reg No 07246723
Calisen International Holdings Limited (formally Calvin Capital Australia Holdings Limited)	Reg No: 10654168
Calisen Meter Serve Holdco Limited (formally Calvin Capital Limited)	Reg No 06312177
Calisen Holdco 4 Limited (formally Calvin Capital UK Limited)	Reg No 06312174
Calisen Smart 360 Limited (formally Calvin Managed Services Limited)	Reg No 13440495
Calisen Meter Fit Limited (formally Calvin Metering Limited)	Reg No 09887083
Plug Me In (Investments) Limited (formally Charge Fit Limited)	Reg No 13585057
Calisen Metering Holdings Limited (formally Lowri Beck Holdings Limited)	Reg No 4347790
Calisen Metering Services Limited (formally Lowri Beck Services Limited)	Reg No 3364728
Calisen Metering Systems Limited (formally 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
Plug Me In Limited	Reg No 13515633
UW Home Services Limited	Reg No 11427082
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 3 Limited	Reg No 12222574
Mapleco1 Limited	Reg No 10610657
Mapleco3 Limited	Reg No 12222629
Environmental Energies Limited	Reg No 07578432

Plug Me In Limited, Plug Me In (Heat) Limited and Environmental Energies Limited all trading as Plug Me In have produced a separate Modern Slavery and Human Trafficking statement in relation to the steps taken in investigating their own supply chain. This statement [can be found here](#). This statement reflects this Calisen Modern Slavery and Human Trafficking Statement.

Advizzo Limited has also produced a separate Modern Slavery and Human Trafficking statement in relation to the steps taken in investigating their own supply chain. This statement [can be found here](#). This statement reflects 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.

Calisen has embedded groupwide policies to improve its procurement process. These policies are as follows:

1. Calisen Procurement Policy
2. Calisen Group Code of Conduct for Vendors.

These policies have been reviewed and updated in 2024 and will be reviewed again and updated, where appropriate, in 2025. 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 process 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 2024 Calisen has categorised 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, all Calisen employees must complete an online training program on modern slavery. All new starters will complete this training on joining Calisen and all existing staff will be required to complete this training every two or three years, depending upon their role in the Group.

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.

Calisen conducts onsite Due Diligence audits where possible, and virtual audits where not, and has included a review of 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 2024.

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

Approved by the Board: 29 January 2025

Signed by: Sean Latus

Group Chief Executive Officer