

## **Modern Slavery Act**

### **Transparency Statement 2018**

#### **Introduction**

Calon Energy and its subsidiaries (Calon Energy) aim to identify and mitigate the risk of modern slavery and human trafficking occurring within its supply chain or business operations. Calon Energy has established a set of policies and procedures that govern the way it operates including:

- ❖ Code of Conduct for Suppliers;
- ❖ Recruitment Policy;
- ❖ Equal Employment Opportunity;
- ❖ Anti-bribery Policy; and
- ❖ Whistle-blower Policy and Staff Hotline.

Calon Energy is a power generator capable of providing 6 per cent of the UK's average energy demand through the following three operational sites:

- ❖ Baglan Bay Power station, Port Talbot
- ❖ Sutton Bridge Power Station, Lincolnshire
- ❖ Severn Power Station, Newport

The Head Office is at Severn Power Station, where most employees are based.

As a matter of good practice Calon Energy is choosing to make this statement at the group level even though this approach is not required by the UK Modern Slavery Act (the "Act"). This statement covers Calon Energy subsidiary entities that are within the scope of the Act.

#### **Employees**

Calon Energy supports fundamental human rights as set out in the Universal Declaration of Human Rights and core International Labour Organisation Conventions. Calon Energy is committed to a safe workplace that values equal opportunity, is free from discrimination, harassment and victimisation.

#### **Suppliers**

Calon Energy staff are primarily office-based with comprehensive operations and maintenance contracts with the Original Equipment Manufacturer. Outside of these arrangements the main supply chain categories comprise of technology, premises, professional services, financial services and business travel. Based on sector and supply chain profile the risk of modern slavery is considered to be relatively limited.

Suppliers will be expected to address their compliance with human rights; safe, fair and ethical working conditions; environmental performance; and supplier diversity in accordance with the published Supplier Code of Conduct

#### **In 2017 Calon Energy:**

- ❖ published a Supplier Code of Conduct that provides the framework for future supplier management



- ❖ Delivered tailored Modern Slavery Awareness and Supplier Management awareness training to our Asset Managers and relevant staff.
- ❖ Engaged with relevant suppliers through revised Procurement Enquiry documentation to understand the arrangements our Suppliers had established to meet the Modern Slavery Act requirements.

### **Training and capacity**

Calon Energy is actively expanding its Supplier Management and/or Modern Slavery Act training to relevant staff members this will include potential risks within the supply chain of forced labour and unfair working conditions.


### **Continuous improvement**

Calon Energy will review and enhance its approach to addressing modern slavery risks within its supply chain and parts of its business operations by:

- ❖ Extend training and awareness of Modern Slavery to all direct employees, irrespective of their contact with the supply chain.
- ❖ Undertake supply chain audits with our two primary operations and maintenance providers
- ❖ Expand our understanding of our Suppliers approach to Modern Slavery, through an enhanced questionnaire during our Procurement Enquiry process.

### **Governance**

This Modern Slavery Act Transparency Statement was approved by the Calon Energy Limited Board and will be updated annually.

Signed  \_\_\_\_\_

Andrew Mackintosh

Director of Governmental and Regulatory Affairs