



By Appointment to Her Majesty The Queen
Suppliers of Liquefied Petroleum Gas
Calor Gas Limited Warwick



By Appointment to His Royal Highness The Prince of Wales
Suppliers of Liquefied Petroleum Gas
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CALOR

CALOR GAS LIMITED

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Modern Slavery Act Statement for 2019

This statement is made pursuant to s.54 of the Modern Slavery Act 2015.

It sets out the steps that Calor has undertaken, and will continue to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

As a caring and sustainable business, Calor has a zero tolerance approach to any form of modern slavery. We are committed to acting in an ethical manner, with integrity and transparency in all business dealings. We endeavour to ensure that effective systems and controls are in place to safeguard against any form of modern slavery taking place within the business or our supply chain. Calor's Modern Slavery Statement is outlined in Calor's Ethical Trading Policy and any risks are escalated to Calor's Ethics and Compliance Committee.

Our organisation

Calor supplies LPG to commercial and domestic customers throughout Great Britain. LPG can be supplied either via a portable cylinder or by a bulk tank, stored on the customer's property. LNG is distributed by tanker for use either as transport fuel or for industrial customers. Calor is wholly owned by the Dutch company SHV but Calor does not operate outside of the UK and Ireland. The LPG and LNG sold by Calor is supplied either by the Dutch company or from refineries in Great Britain.

Calor's financial year runs from January-December.

Our salient human rights issues

Calor has undertaken a complete review of its Tier 1 suppliers (those most significant in terms of spend) assessing the potential for incidences of modern slavery by using the Global Slavery Index. On this basis, Calor considers the highest risk areas are suppliers that operate internationally in countries of concern with regards to human rights. Chartered vessels transporting LPG and LNG were identified as another area of risk.

To manage that risk Calor:

- Confirmed that all of charter agreements include terms of employment for the vessels staff and crew, which conform to the standards outlined in the International Transport Workers Federation.
- Visited and conducted an audit of our major cylinder and valve suppliers located in high risk countries.
- Evaluated existing controls to assess their effectiveness.
- Worked with our parent company to identify and manage the risks associated with suppliers whose activity is managed at SHV level.

In order to ensure that these suppliers operate in accordance with our expectations and the requirements of the Modern Slavery Act, we will continue to:

- Review and revise our supplier audit to ensure that it contains human rights, ethics and sustainability.

- Regularly audit the operations of our major suppliers identified as being at most risk.
- Review trading relationships from time to time to scrutinise the supply, sourcing and distribution arrangements.

Our suppliers

Calor has a supplier standard, which requires new suppliers to meet certain requirements on modern slavery and sustainability. All contracts for new suppliers also include these requirements as standard.

We may terminate our relationship with suppliers/individuals working with/for us/on our behalf, if they breach these policies.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Ethical Trading Policy
2. Employee Code of Conduct (which includes whistleblowing and equal opportunities)
3. Environmental Policy
4. Anti-Bribery and Corruption Policy

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain by use of targets, relating to areas such as:

- Requiring staff to undertake MSA training by a certain date, where appropriate
- Developing a system for supply chain verification
- The level of communication and personal contact with next link in the supply chain
- The completion of audits

Responsibility for this policy

The prevention, detection and reporting of modern slavery at Calor or in our supply chain is the responsibility of all of those working for us.

The Calor Management Team has overall responsibility for this policy in ensuring that Company complies with all of its legal and ethical obligations.

Approval for this statement

This statement was approved by the Calor Management Team on:



Matthew Hickin

CEO

June 2019