

Modern Slavery and Human Trafficking Statement

Introduction

We believe everyone has an inalienable right to a life free of slavery. In our view, this includes all forms of slavery including, but not exclusively, forced labour, bonded labour/debt bondage, descent based bondage, child labour, human trafficking, etc.

As a socially responsible business we take actions to ensure that any form of slavery is not taking place in our business or supply chain.

Scope of this statement

This statement covers Secure Meters (UK) Ltd (**SMLU**), all its activities within the United Kingdom and the rest of the World. Secure Meters Ltd (**SMLI**) is the ultimate parent company of SMLU. SMLI has no business in the UK, it does not produce a Modern Slavery and Human trafficking statement.

Our Beliefs and Behaviours

All employees or representatives of SMLU (Semsites) are measured against twelve beliefs that govern Secure. Any form of slavery (modern or otherwise) is clearly prohibited by these beliefs:

- Being socially responsible is good for business
- Business must always keep a caring attitude towards all employees
- Good relationships with everyone matter

Internal actions and processes

- All employees of SMLU and SMLI must serve the community as a part of their employment. Three working days are volunteered for educational or environmental causes
- Appropriate training is provided to relevant members of staff regularly and on joining
- SMLU is a Living Wage employer, SMLI also ensure all employees earn a living wage
- SMLI has active 'works committees' to ensure the active listening of workplace issues
- SMLU and SMLI comply to all host country employment laws
- SMLU sets out provisions to protect our employees in policies such as the Anti-harassment and bullying policy, Equality and diversity policy, Grievance policy, recruitment policy, whistleblowing policy, etc.

Supply chain monitoring

As our principal supplier, SMLI is governed by the same beliefs and behaviours as SMLU. It has stringent processes in place to ensure its supply chain is also free of any form of slavery.

- SMLI & SMLU are audited by TUV Süd for compliance to ISO9001, 14001, 45001 etc
- All our suppliers are vetted thoroughly for adherence to the local laws & regulations
- All suppliers to SMLI sign a Code of Conduct and are regularly audited to ensure this
- Any supplier found to break the Code of Conduct is summarily dismissed

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes SMLU's Slavery and Human Trafficking Statement for the financial year ending 31 March 2023.



Ananya Singhal
For and on behalf of Secure Meters (UK) Ltd