

2019

Environmental, Social and Governance (ESG) Report



This report covers our ESG approach and performance during 2019, our first full year as operator of the BKR assets in the UK North Sea. We have chosen to structure our report around the UN Sustainable Development Goals.



2020

GRI - Standards



In accordance - Core

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To find out more about Serica, you can access our website at www.serica-energy.com where you can also view our Annual Report, Corporate Presentation and access recent news.

A large offshore oil rig is silhouetted against a dramatic sunset sky. The sun is a bright, glowing orb positioned behind the rig's structure, creating a lens flare effect. The sky is filled with soft, golden clouds, and the ocean is visible in the foreground. The overall mood is one of industrial scale and natural beauty.

“Serica has the dual advantage of a clearly defined business focus and an ambitious new team. We are capitalising on that opportunity to build a proactive culture, where **every individual has a voice and we take responsibility to our hearts.**”

Mitch Flegg
CEO

WELCOME

to Serica's first Environmental, Social and Governance (ESG) Report

This report provides guidance for stakeholders on the Company's approach to sustainably managing our business. As a modern, dynamic company operating in a rapidly evolving energy sector Serica recognises the need to lead a responsible business, where our team feels empowered to address environmental and social challenges.

We recognise these challenges and are working to develop a truly sustainable business which contributes to fulfilling the UK's energy demands, whilst adding value for our shareholders and stakeholders.

A Year of Growth

Serica became responsible for the production of up to 5% of the UK's gas production in December 2018, when it took over the Bruce, Keith and Rhum (BKR) fields, producing 27,300 boe/day net for Serica and operating 41,000 boe/day gross gas and liquids. With operatorship comes responsibility and Serica acknowledges its duty to the environment with an approach that is long term, sustainable and responsible.

Inspiring Our Team

We have invested in our new team and operational headquarters, and are excited to have the opportunity to create a modern, environmentally and socially conscious culture, with strong leadership, where individuals are encouraged to take the initiative, challenge the norm and find ways to do it better.

Committed Leadership

Serica's experienced Board and leadership are committed to putting ESG at the forefront of our approach to operations. As a sector, all oil and gas operators have an important part to play in the drive towards a lower carbon economy and, through our membership of Oil and Gas UK, we are committed to working towards a net zero carbon North Sea basin by 2035.

Supporting the UN Sustainable Development Goals

In this, our first ESG Report, we have explained our approach to ESG in relation to the UN Sustainable Development Goals, helping us to frame our activities in the context of this internationally recognised approach to global sustainability. Furthermore, we have chosen to align our ESG Report with the Global Reporting Initiative (GRI) Core Option, to enable comparison not only with our peers, but also other industry sectors. The GRI Core Index, where we make our disclosures, is included in this document in Appendix 3.

All departments within our business are becoming increasingly involved in laying the foundations upon which our approach to ESG will build year-on-year. As this report covers our first year, many of our material ESG topics are still being benchmarked.

In presenting this inaugural report, our goal is to provide an insight into Serica's business ethos and make clear our commitment to ESG.

2020 and Beyond

Serica has created a dynamic, profitable business powered by clear vision and decisive leadership. As we seek out growth opportunities and empower our team, we will sustain and strengthen our commitment to doing business in a clean, transparent and sustainable manner, placing the utmost level of stewardship on the social and physical environment in which we operate.



Mitch Flegg
CEO

ABOUT SERICA

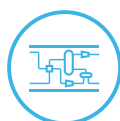
A committed team, working hard in the North Sea to contribute to the UK gas supply



Serica is a British independent oil and gas company listed on the UK Stock Exchange Alternative Investment Market (AIM). As operators of the Bruce, Keith and Rhum fields, we are responsible for ensuring the safe delivery of gas and oil from reservoirs below the seabed, up through the wells, over Bruce's onboard facilities and into the export pipelines. The gas produced through the Bruce facilities provides up to 5% of the UK's domestic gas production, heating homes and generating electricity. We have performed this role since December 2018, when we took over from the previous operator, BP. Before this could happen, Serica had to fulfill the rigorous demands of the UK Oil and Gas Authority (OGA) to prove our worthiness as a responsible operator and demonstrate that we had the necessary systems and skills in place to uphold UK operator standards, some of the strictest in the world. Our operating management system is explained in more detail in Appendix 1.

The quality and attitude of our people are what defines the Company and its operations. Offshore, on the Bruce platforms, there are over 100 people working day and night to keep safety systems maintained and tested, look after the equipment required to process and transport the gas

and oil and to look out for one another, providing a safe and controlled working environment for everyone onboard. In our first year as operator of BKR, we have striven to continually improve our safety and environmental performance. Looking forward, we see our 2019 performance as a benchmark for future years and will target improvement year-on-year.



PRODUCE

Bruce, Keith, Rhum and Erskine 2019 daily net production 30,000 boe/day



DEVELOP

50% interest in Columbus field, first production 2021



EXPLORE

Planning to drill the North Eigg prospect

In the UK, we are a partner in the gas and condensate-producing Erskine field and communicate regularly with the operating company to satisfy ourselves that its environmental and safety standards mirror our own.

We operate the Columbus project, with a 50% interest and planning is ongoing to drill a development well. The project's environmental impact will be reduced by sharing a pipeline and facilities planned for the Arran field, rather than the development of dedicated facilities for Columbus alone. When onstream, Columbus will provide gas to the UK domestic market and associated condensate via the Shearwater platform, operated by Shell.



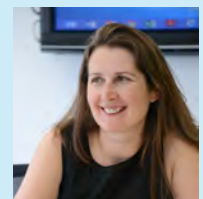
Serica is committed to investing in new technologies and innovations which aid the energy transition and believe that we should always work in a safe, environmentally and socially responsible way.

Across every part of our business Serica aims to provide a place of work we can all be proud of, reflecting UN Sustainable Development Goals (UNSDGs). Gender balance is a challenge in the oil and gas industry, but we have made progress during 2019. There were no female staff in the team transitioned to Serica as part of the BKR acquisition, but we now have 14 female staff out of a total of 148 (offshore and onshore), making 9.5% overall. Although this compares favourably with the industry average of 3%, this disparity will remain an action point for Serica.

As well as at home in the UK, Serica has a history of international working in; Indonesia, Singapore, Morocco, Vietnam, Spain, Ireland and Namibia and has always worked hard to make a positive impact, providing employment and training whilst ensuring environmental, health and safety international best practice is implemented.



Although 2019 is the first year of production operations for Serica, we have pushed ESG to the forefront of our strategy, appointing Clara Altobell as head of a new division, as Vice President ESG and Business Innovation. This will provide the focus and senior leadership required to ensure that our ESG ambition becomes integral to Serica's business.



MATERIALITY ASSESSMENT

Managing the issues that affect our business and matter most to our stakeholders

As a new North Sea production operator, Serica recognises the need to comply with the high operational standards demanded of our industry. It is important to us to ensure that those standards are also attained in managing the footprint of our business with the communities in which we operate, where possible, generating benefit for our stakeholders and the communities close to us, which our business has the potential to positively and negatively impact upon.

In recognition of this, Serica has undertaken to use the Global Reporting Initiative (GRI) Reporting Standards to determine those aspects of our business which are material from an ESG perspective, and are therefore disclosed in this report.

As part of our goal to deliver transparency in this Report, Serica recognises the importance of explaining the process by which we assessed which of the GRI Standard topics were material to the organisation and which were not. A full list of the GRI Standard topics and their materiality can be found in the 'GRI Materiality Table' in this report.

Serica identified the need to develop a process in order to identify ESG topics that are material to the business, as well as to define the scope and boundary of the impacts and effects the organisation has on these. Serica's Materiality Assessment was conducted internally, with subject matter experts from across the business, critically reviewing and inputting into the process to ensure the output was relevant and accurate. Direct stakeholder consultation was not undertaken for this report, however stakeholder opinion on the topics deemed to be material was gleaned through industry level consultation, membership of industry associations and direct feedback from employees, suppliers, partners and shareholders.

When a GRI topic was deemed to be material it was linked to the relevant UNSDG, helping us to contextualise how and where Serica's ESG performance contributes to UNSDGs.

A GRI topic may be deemed to be of material relevance to the Company as a result of; stakeholder interest in the topic,

relevance of the topic to the Company's operations, context which is external to the organisation, such as public opinion, or as a result of a specific ongoing or historical relationship the Company has with the topic.

As an organisation whose main focus is currently on United Kingdom Continental Shelf (UKCS), Serica is subject to stringent statutory requirements for reporting and engagement and as such, most stakeholders are identified by the Regulator or good industry practice. This is reflected in the stakeholder list below, which is deemed appropriate given Serica's current scope, size and profile.

Our Key Stakeholders

- Employees
- Joint venture partners
- Investors
- Regulators
- Statutory consultees
- The general public
- Suppliers and contractors

How We Measured Materiality

The materiality to Serica of each GRI Core Topic was assessed in turn and firstly ranked in terms of importance to these stakeholder types. We then undertook the same assessment of the importance of each GRI Core Topic in relation to our Company, resulting in the Materiality Matrix on the facing page.

The topics deemed most material to Serica, highlighted in the Materiality Matrix opposite, form the focus of this ESG Report.

The full details of this process can be found in the GRI Materiality Table that follows.

We discuss these subjects in other publications, including the Company's Financial Results, on our website and in our Annual Report. The GRI Core Index, where we make our disclosures, is included in this document in Appendix 3.

MATERIALITY MATRIX

Importance to Serica

		Importance to Serica		
		Low	Medium	High
Importance to Stakeholders	High		GRI 204 Procurement Practices	GRI 201 Economic Performance GRI 202 Market Presence GRI 203 Indirect Economic Impacts GRI 205 Anti-Corruption GRI 206 Anti-Competitive Behaviour GRI 302 Energy GRI 304 Biodiversity GRI 305 Emissions GRI 307 Environmental Compliance GRI 403 Occupational Health and Safety GRI 405 Diversity and Equal Opportunity GRI 406 Non-Discrimination
	Medium	GRI 301 Materials GRI 411 Rights of Indigenous People	GRI 303 Water GRI 308 Supplier Environmental Compliance GRI 402 Labour and Management Relations GRI 407 Freedom of Association and Collective Bargaining GRI 408 Child Labour GRI 409 Forced and Compulsory Labour GRI 410 Security Practices GRI 412 Human Rights Assessments GRI 414 Supplier Social Assessment GRI 415 Public Policy GRI 416 Customer Health and Safety GRI 419 Socioeconomic Compliance	GRI 306 Effluents and Waste GRI 401 Employment GRI 404 Training and Education GRI 415 Local Communities
	Low	GRI 417 Marketing and Labelling GRI 418 Customer Privacy		



GRI MATERIALITY TABLE

GRI Aspect/Serial Number	Aspect Importance to Serica	Aspect Importance to Stakeholders	Is Aspect Considered Material	Aspect Importance to Serica	UNSDG
GRI 201 Economic Performance	High	High	Yes	As a public limited company, it is important that our business has strong economic performance, both for the internal organisation and for our investors and shareholders. This is applicable across the whole Serica group.	Decent Work and Economic Growth
GRI 202 Market Presence	High	High	Yes	Similarly, in order to perform well as an organisation, it is important for Serica to have a strong market presence relative to our peer group of companies.	Decent Work and Economic Growth
GRI 203 Indirect Economic Impacts	High	Medium	Yes	Indirect economic impacts are of material importance to oil and gas as natural commodities and therefore to the Serica group of companies and, by association, our stakeholders.	Decent Work and Economic Growth
GRI 204 Procurement Practices	Medium	High	Yes	It is important to Serica and to wider society that we conduct our business in full compliance with the appropriate rules, regulations and guidelines relating to fair and transparent procurement.	Decent Work and Economic Growth
GRI 205 Anti-Corruption	High	High	Yes	In order to be recognised as a responsible and sustainable corporate citizen, it is important that Serica's business is legally compliant and transparent with respect to all forms of anti-competitive behaviour, particularly corruption and competition.	Peace and Strong Institutions
GRI 206 Anti-Competitive Behaviour	High	High	Yes	As above and in order to be recognised as a responsible and sustainable corporate citizen, it is important that Serica's business is legally compliant and transparent with respect to all forms of anti-competitive behaviour, particularly corruption and competition.	Peace and Strong Institutions
GRI 301 Materials	Low	Medium	No	This Aspect refers to raw materials for production or manufacture - not material to offshore oil and gas exploration and production - and is therefore not material.	Not material
GRI 302 Energy	High	High	Yes	Increased focus on energy efficiency and the reduction of GHG emissions continues to be both a business and stakeholder focus.	Responsible Consumption and Production/ Climate Action
GRI 303 Water	Medium	Medium	No	As a North Sea operator, Serica does not operate in a region where there is a scarcity of fresh water. Water used in the production process is seawater and water consumed on the platform is predominantly desalinated. Discharges of waste-water overboard are exercised in accordance with MARPOL 73/78 Regulations for the Prevention of Pollution by Sewage from Ships	Not material
GRI 304 Biodiversity	High	High	Yes	The careful management of operations to reduce the direct and cumulative impacts of operations to biodiversity and the stakeholders who rely on it for their livelihoods is key to Serica, its investors and stakeholders. Environmental impact is assessed in accordance with the Department for Business Energy and Industrial Strategy's (BEIS) The Offshore Petroleum Production and Pipelines Assessment of Environmental Effects Regulations 1999. This Aspect will be addressed in Life Below Water.	Life Below Water
GRI 305 Emissions	High	High	Yes	A by-product of Serica's operations are GHG gases. As a responsible operator, Serica monitors and reports its emissions whilst seeking opportunities to reduce them. Serica aligns its ambitions with that of the North Sea basin outlined in Oil and Gas UK's Road Map 2035. Road Map 2035 aims for the decarbonisation of the North Sea Basin by 2050 through the development and adoption of low carbon solutions. This Aspect of performance will be addressed in Climate Action.	Climate Action
GRI 306 Effluents and Waste	High	Medium	Yes	Serica stores, handles, transports and legally discharges both hazardous and non-hazardous liquid and solid wastes in accordance with the Environmental Protection Act 1990 and the Waste Management Licensing (Scotland) Regulations 2011 (WMLR) and MARPOL 73/78 Regulations for the Prevention of Pollution by Sewage from Ships. This Aspect of performance will be addressed in the section on Responsible Consumption and Production.	Responsible Production and Consumption

GRI MATERIALITY TABLE (continued)

GRI Aspect/Serial Number	Aspect Importance to Serica	Aspect Importance to Stakeholders	Is Aspect Considered Material	Aspect Importance to Serica	UNSDG
GRI 307 Environmental Compliance	High	High	Yes	Serica's operations are bound by the UK Environmental Legislation. UK offshore oil and gas operations are subject to one of the world's tightest regulatory systems. Key aspects of Serica's environmental compliance are covered in Life Below Water, Climate Action and Responsible Production and Consumption	Life Below Water
GRI 308 Supplier Environmental Assessment	Medium	Medium	No	Serica uses established and assured suppliers whose risks and impacts are managed under their own Management Systems. Serica's contractor assessment and management process complies with all European and UK legislative requirements. Serica aligns with Oil and Gas UK and FPAL industry contractor assessment and selection initiatives.	Responsible Consumption and Production
GRI 401 Employment	High	Medium	Yes	As a mid-sized independent oil and gas company, Serica is dependent upon the competence and stability of its workforce to deliver business results. It is important to ensure that we are fully compliant with all appropriate employment regulations for our onshore and offshore workforce. This Aspect is aligned with the Decent Work and Economic Growth UNSDG.	Decent Work and Economic Growth
GRI 402 Labour and Management Relations	Medium	Medium	No	Serica manages its workforce in alignment with stringent UK employment legislation to ensure all its recruitment, employee management and employee release policies are fair, transparent and consistent with legal requirements and industry best practice. This Aspect of performance will be addressed in Decent Work and Economic Growth.	Decent Work and Economic Growth
GRI 403 Occupational Health and Safety	High	High	Yes	Occupational Health and Safety is a core requirement of the offshore oil and gas industry. Our offshore facilities and the onshore support network are of critical importance to Serica and our stakeholders. This Aspect is aligned with both the Decent Work and Economic Growth UNSDGs and Good Health and Wellbeing.	Good Health and Wellbeing
GRI 404 Training and Education	High	Medium	Yes	It is imperative that as our industry evolves to meet the challenges of today's market, we have personnel who are and remain competent. The implementation of training and education for our staff is crucial in achieving this. This Aspect is aligned with the Quality Education UNSDG.	Quality Education
GRI 405 Diversity and Equal Opportunities	High	High	Yes	Maintaining the expectations of society wherever we operate with regard to diversity, equality and non-discrimination is imperative to Serica. It represents not only the right thing to do but ensures our business fully represents society and is resilient. This Aspect is aligned with both the Gender Equality and Reduced Inequalities UNSDGs.	Gender Equality and Reduced Inequalities
GRI 406 Non-Discrimination	High	High	Yes	As above. This Aspect is aligned with both the Gender Equality and Reduced Inequalities UNSDGs.	Gender Equality and Reduced Inequalities
GRI 407 Freedom of Association and Collective Bargaining	Medium	Medium	No	Serica is a Non-Unionised Workforce however this does not preclude employees from becoming Union Members or partaking in collective bargaining with Serica, where appropriate. The recent transition of Serica from BP prompted a planned and managed collective bargaining exercise, as Employees were invited to engage with Serica Management to determine revised employment terms and conditions relating to salaries and employee benefits.	Decent Work
GRI 408 Child Labour	Medium	Medium	No	Employment law within the UK has all but abolished child labour practices. When these regulatory controls are combined with Serica's stringent recruitment process and the requirements for offshore workers the risk of unknowingly employing child labour is significantly low that it is not deemed materially relevant to this ESG report.	Not material

GRI MATERIALITY TABLE (continued)

GRI Aspect/Serial Number	Aspect Importance to Serica	Aspect Importance to Stakeholders	Is Aspect Considered Material	Aspect Importance to Serica	UNSDG
GRI 409 Forced and Compulsory Labour	Medium	Medium	No	Employment Law within the UK has all but abolished forced labour practices. When these regulatory controls are combined with Serica's stringent recruitment and internal management processes the risk of unknowingly harbouring such employment practices is significantly low that it is not deemed materially relevant to this ESG report.	Not material
GRI 410 Security Practices	Medium	Medium	No	Because of the geographic isolation of the Bruce Platform west of Shetland and the lack of previous security incidents, it has been deemed that Security Practices are not materially relevant and they have therefore been excluded from this ESG report. The Serica OMS Security is covered under the following OMS Documents: The Offshore Security Plan SER-UK-GUID-3.5-1000 and The Offshore Security Plan SER-UK-PLN-3.5-1001	Not material
GRI 411 Rights of Indigenous Peoples	Low	Medium	No	Serica's UK areas of operations are not home to any communities or peoples who would be classed as truly indigenous. Therefore, the potential opportunities to infringe or promote the rights of indigenous peoples is not materially relevant to this ESG report. Serica does currently conduct aspects of its business in Namibia however the scale of the current interests rules it out from being materially relevant from the perspective of any possible indigenous peoples.	Not material
GRI 412 Human Rights Assessments	Medium	Medium	No	The majority of Serica operations and interests are currently UK based. Overseas interests are not currently occurring at a scale that warrants human rights assessments or where business activities are likely to infringe upon the human rights of employees or stakeholders.	Not material
GRI 413 Local Communities	High	Medium	Yes	Serica values the importance of supporting and working in collaboration with the communities in which we operate. The vast majority of this work is currently undertaken in the UK, however there are plans to develop international operations in the future.	Peace, Justice and Strong Institutions
GRI 414 Supplier Social Assessment	Medium	Medium	No	The majority of Serica operations are currently UK based. Suppliers are subject to stringent EU and UK, as well as industry specific pre-approval initiatives, such as FPAL prior to working with oil and gas operators. Social impact assessment for suppliers in this context is not deemed material.	Not material
GRI 415 Public Policy	Medium	Medium	No	As a UK based public limited company, Serica is governed by strict rules to public disclosure and policy. Additional consideration or assessment is not deemed to be material.	Not material
GRI 416 Customer Health and Safety	Medium	Medium	No	Serica produces oil and natural gas which is distributed through existing UK infrastructure. Customers in the traditional sense are not identified specifically, as the oil and gas products are co-mingled with other producing fields in the North Sea. This topic is not deemed to be material.	Not material
GRI 417 Marketing and Labelling	Low	Low	No	Serica produces oil and natural gas which is distributed through existing UK infrastructure. No marketing or labelling is involved in this process and this topic is not deemed to be material.	Not material
GRI 418 Customer Privacy	Low	Low	No	Serica produces oil and natural gas which is distributed through existing UK infrastructure. Customers in the traditional sense are not identified specifically, as the oil and gas products are co-mingled with other producing fields in the North Sea. This topic is not deemed to be material.	Not material
GRI 419 Socioeconomic Compliance	Medium	Medium	No	Being a UK based operator with all offshore operations based in the UK, Serica complies with country and EU level regulations associated with its business sector. This sector is stringently regulated, and the regulators are transparent. Socioeconomic compliance is therefore not deemed to be material.	Not material

"Serica wholeheartedly supports the UN Sustainable Development Goals. As our business evolves and grows they provide clear guidance to help us prioritise our own sustainability strategy. We have used the UNSDGs as a framework for the following section of our Report"

Clara Altobell

VP ESG and Business Innovation



SUSTAINABLE DEVELOPMENT GOALS

In 2015 world leaders identified and committed to the UN Sustainable Development Goals, or UNSDGs, creating a guiding framework for sustainable, ethical and responsible development across the world. Since 2015 increased global concerns relating to climate change, the global disparity of wealth and the world's economies has brought the UNSDGs into sharp focus.

As Serica grows, these UNSDGs help guide the way we do business to ensure firstly, that we manage our environmental and social risks so as to positively contribute to the attainment of each materially relevant goal. The UNSDGs span a broad range of aspirations, from ending poverty to climate action, so we have selected those which align with

our GRI Topic Materiality Assessment. We acknowledge that being an oil and gas producer has potential to conflict with the need to reduce carbon emissions, however, with the UNSDGs as a guide point we will deliver essential energy in the most efficient way we can, whilst also contributing to economic and social development of our workforce and the wider community. Every local contribution makes a positive step towards global sustainable development and we intend to play our part.

The following sections explain our response to the UNSDGs in the context of three areas; **Environmental, Social and Governance**.



Photo: Ina Fassbender



ENVIRONMENTAL

Protecting and respecting the environment in which we operate is not a new undertaking for our Company. Serica was built on an ethos of rigour and responsibility meaning that every task that we undertake is meticulously assessed and planned by our expert personnel.

The following section outlines our environmental performance in 2019.

CLIMATE ACTION



Serica is committed to working with other industry partners towards a net zero carbon future

GREENHOUSE GAS EMISSIONS (GHG)

Reducing our GHG emissions is not only the right thing to do but it also makes business sense. Our most significant emissions arise from the combustion of fuel gas, diesel and from the flaring of associated gas, a by-product of the production process. In 2019, 86% of Serica's CO₂ emissions came from the combustion of fuel gas, 11% from flaring and 3% from the combustion of diesel. The remaining 5% can be attributed to conservative estimations during times of fuel and flare metering uncertainty.

The impacts of climate change have the potential to pose physical risks to the business. Such risks are predominantly associated with the potential for a decrease in the value and demand for our products in the medium-to-long-term as the global economy decarbonises. If these risks are not recognised and mitigated, they have the potential to reduce the overall value of the business and increase its costs. Lack of transparency on these issues could also potentially have the impact of loss of investor confidence, resulting in reduced investment in the oil and gas sector.

There are also regulatory risks associated with the increased cost of permitting our emissions and the drive to reduce GHG emissions at local, national, regional and global levels. If not mitigated, these risks pose a threat to maintaining our licence to operate in an increasingly environmentally aware world. Serica recognises this challenge and these risks are being addressed at the highest level within the organisation.

To manage these risks, we actively monitor industry and peer developments and support the industry's Vision 2035 Net Zero initiative. As a new operator we are benchmarking carbon emissions and developing our strategy to enhance efficiency whilst reducing emissions. To ensure transparency

Despite the age of the Bruce asset, commissioned in 1993, and the maturity of the Bruce, Keith and Rhum reservoirs, factors commonly associated with heightened carbon intensity, Serica has achieved a carbon intensity figure of 18 kt/million barrels in 2019, below the North Sea average of 21 kt/million barrels in 2018

to the investment community we are actively aligning with internationally recognised reporting initiatives.

Serica's Operating Management System (OMS)* lays out procedures for complying with the requirements of both our Pollution Prevention Control (PPC) permit and the requirements of the EU Emissions Trading Scheme (EU-ETS). Evaluation of this management approach is established through periodic reviews of the corresponding OMS documents as well as internal and external audit and assurance activities. Management of compliance is tracked on a daily basis by Serica's Environmental and Compliance Advisor. This monitoring approach allows any emissions-related anomalies to be quickly picked up and addressed to prevent non-compliance and misreporting from occurring. Emissions data is predominately recorded on a cloud-based environmental data tracking application called EmTrax. EmTrax is intrinsically linked to the Regulator's online portal and facilitates the timely and accurate reporting of data.

* See Appendix 1



Emissions data is verified internally on a monthly basis in preparation for an annual Regulator audit and submission to BEIS. The ESG Data Book in Appendix 2 shows our 2019 emissions data.

THE MANAGEMENT AND REPORTING OF EMISSIONS

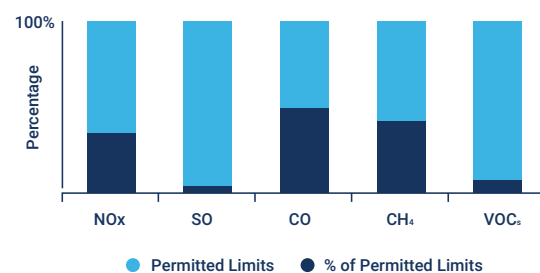
EU Emissions Trading Scheme (EU-ETS)

Serica is part of the EU-ETS. As a member of the scheme, Serica calculates its CO₂ emissions from the use of fuel gas, diesel, propane and from its flaring activities. Our total CO₂ emissions are then reported annually in March. In 2019 Serica utilised 95% of its CO₂ allocation, leaving a surplus of approximately 10,000 tonnes of CO₂ allocation. In line with EU-ETS Phase III, our CO₂ allocation for 2020 will reduce by a further 2.1%. EU-ETS Phase IV, which begins in 2021, applies more stringent CO₂ allowances on NACE Code 0620* operators such as Serica, allowing only 30% of our benchmarked allocation from 2021, reducing to 0% by 2030. EU-ETS Phase IV therefore provides a significant financial incentive to invest in emissions reductions.

Pollution Prevention Controls (PPC) Permit

Serica operations are also regulated by the requirements of the Offshore Combustion Installations (Pollution Prevention and Controls) Regulations 2013. The permit defines allowances for Nitrogen Oxides (NO_x), Sulphur Oxides (SO₂), Carbon Monoxides (CO), Methane (CH₄) and non-methane Volatile Organic Compounds (VOCs). Calculated emissions are reported on an annual basis to the Regulator. In 2019 Serica's operations were conducted well within permitted emissions limits. PPC emission reporting does not account for flaring emissions.

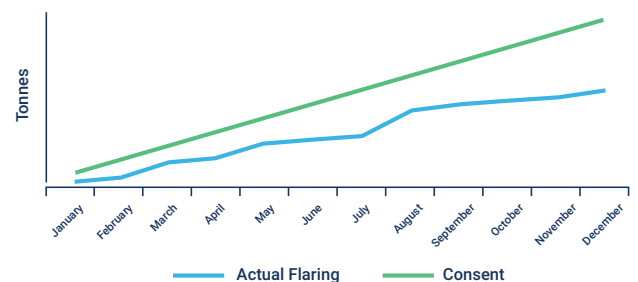
Bruce PPC Emissions Tracking Overview 2019



Flaring

Atmospheric emissions resulting from the flaring of associated gas are calculated for the Bruce Platform based on flare meter readings. Excessive flaring during normal operations or platform mode changes neither makes environmental nor economic sense and can cost the Company hundreds of thousands of pounds per annum.

Bruce Flare Performance during 2019



* NACE Code 0620 applies to facilities partaking in the extraction of natural gas

Since Serica took ownership of the Bruce Platform, our team has worked hard to improve plant efficiency, reduce the occurrence of plant trips and lower flaring volumes.

Serica is also working to reduce Category 2 flaring from plant shutdowns and start-ups.

FLARE CATEGORISATION

CATEGORY 1

Base load flare

This includes all the gas flared during safe and efficient operation of the process facility and flare system under normal operating conditions. Category 1 flaring also includes any gas that has to be discarded as part of the installation processes and is discharged to flare. Typical examples are process purges and pilots and the off-gas from the glycol regeneration plants where these are fed to the flare system for combustion.

CATEGORY 2

Flaring from operational / mode changes

This includes gas flaring resulting from the start up and planned shut down of equipment during production, and will also include gas not meeting export specification, maintenance of equipment and equipment outages. This category also includes flaring that is caused by the temporary lack of access to a third-party gas export pipeline or similar.

CATEGORY 3

Emergency shut down / process trip

This includes any gas flared during an emergency shut down / process trip of equipment or the installation, including shut-in of the wells.

CARBON INTENSITY

The sustainability of the UKCS oil and gas industry is partially reliant on the industry's progression towards lowering its carbon intensity. Carbon intensity is the measure of carbon expenditure per unit of production / barrel of oil equivalent (boe). Despite the age of the Bruce asset, commissioned in 1993, and the maturity of the Bruce, Keith and Rhum reservoirs, factors commonly associated with heightened carbon intensity, Serica has achieved a carbon intensity figure of 18 kt/million barrels in 2019, below the North Sea average of 21 kt/million barrels in 2018.

2020 AND BEYOND

In 2020, Serica demonstrated its long term commitment to continuous improvement of its ESG performance when it created a new senior leadership role of Vice President of ESG. This role sits alongside operations, commercial and finance, reporting directly to the CEO. Lowering our energy consumption will have the biggest impact on our green house gas emissions. In 2020, we plan to audit our energy usage offshore and target innovations to reduce consumption.

The energy transition consultancy, Pale Blue Dot, has previously identified the Bruce field as one of the top twenty prospects by volume for CO₂ storage, as part of a future potential Carbon Capture and Underground Storage (CCUS) development.

As operator of the Bruce, Keith and Rhum fields, Serica is well-positioned to contribute its expertise on this topic. The Rhum field has been identified as a good candidate for CO₂ storage in the future. During 2019, as part of our active membership of OGUK, Serica provided feedback within the BEIS consultation response related to re-use of oil and gas assets for CCUS.

Serica will continue to work with industry partners towards a net zero carbon future. We will do this by sharing industry knowledge, embracing innovation and working with CCUS project partners or stakeholders to assess the potential use of BKR infrastructure for carbon transportation and storage.

Every member of our team is encouraged to challenge the norm and find ways to improve our performance



RESPONSIBLE CONSUMPTION & PRODUCTION



Serica consumes a plethora of resources to enable its operations, ranging from catering supplies to feed the crew, chemicals to aid the production process to the spare parts that keep the plant running. Serica also utilises many services that are also contracted resources, such services include helicopter flights, the use of supply vessels and the permanent presence of an Emergency Response Vessel located within the 500m Safety Zone around Bruce. There are several performance aspects relating to consumption and production that Serica monitors closely, including waste production, chemical use, fuel gas use, diesel use and potable water use. The ESG Data Book in Appendix 2 provides data on Serica's fuel consumption and waste disposal.

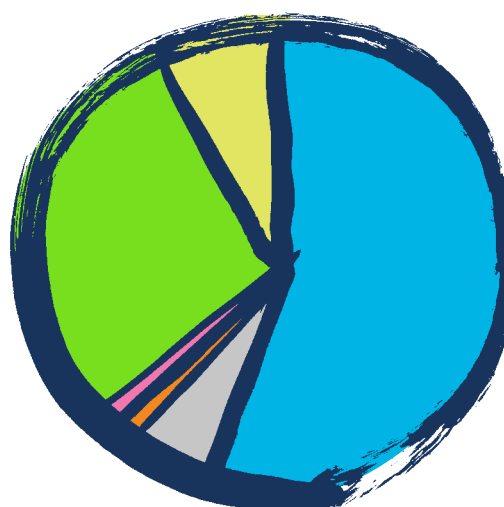
Waste Management

The creation and disposal of waste including, but not limited to, garbage and hazardous waste such as chemicals, is a by-product of both the industrial process and general housekeeping on an offshore installation. If any waste enters the marine environment it has the potential to directly impact the marine ecosystem and ultimately impact upon marine biodiversity. Any loss of solid waste to sea is reported to the Regulator as a Petroleum Operation Notification 2 (PON2) any release of unpermitted liquid waste such as chemicals or hydrocarbons is reported as a Petroleum Operation Notification 1 (PON1). Waste Management on the Bruce Platform is conducted in accordance with the OMS document 'How to manage waste'. The document is reviewed and updated as and when operational changes dictate.

Serica's duty of care is to cause as little harm as possible to the environment when producing, storing, transporting and disposing of our waste. To do this we must understand what we're producing and disposing of. Although Serica's operations are predominantly offshore, 80% of marine litter originates from the land. Tracing our waste streams from cradle-to-grave is therefore of the utmost importance.

Serica promotes a culture of 'reduce, re-use and recycle' in its OMS. We also take care to ensure that our waste is correctly segregated, stored, transported and treated to ensure that landfill volumes are reduced as far as practical.

In 2019, 55% of Serica's produced waste was recycled and 32% was landfilled. In 2020 it is Serica's ambition to reduce landfill volumes significantly by partnering with our waste management contractors to implement innovative waste reduction, reuse and recycling methodologies across all waste streams.



Annual Totals

- Reuse (0.080t)
- Recycling (173.825t)
- Waste Energy (16.705t)
- Incinerate (0.550t)
- Landfill (105.599t)
- Other (18.213t)

Chemical Management

The offshore use and discharge of chemicals on the UKCS is closely regulated by the Offshore Petroleum Regulator for Environment and Decommissioning (OPRED). This is managed through the Offshore Chemical Regulations (OCR) (2002) as amended 2011. The majority of chemicals used offshore are regulated, requiring a risk assessment and regulatory approval for their use and discharge. All chemicals that are regulated under the OCRs have been tested to evaluate their toxicity, bioaccumulation and biodegradation, and are ranked according to their potential to cause harm to the receiving environment.

Serica has a management system document in place to govern the use of chemicals offshore, 'Guidance on Chemical Permit Compliance'. The implementation of the management system ensures all chemicals used on the platform are permitted, risk assessments have been conducted for each chemical, all chemicals in use are registered with the Centre for Environment, Fisheries and Aquaculture Science (Cefas), the use of all chemicals is recorded, and all chemical application and discharges are managed in accordance with the Chemical Permit.

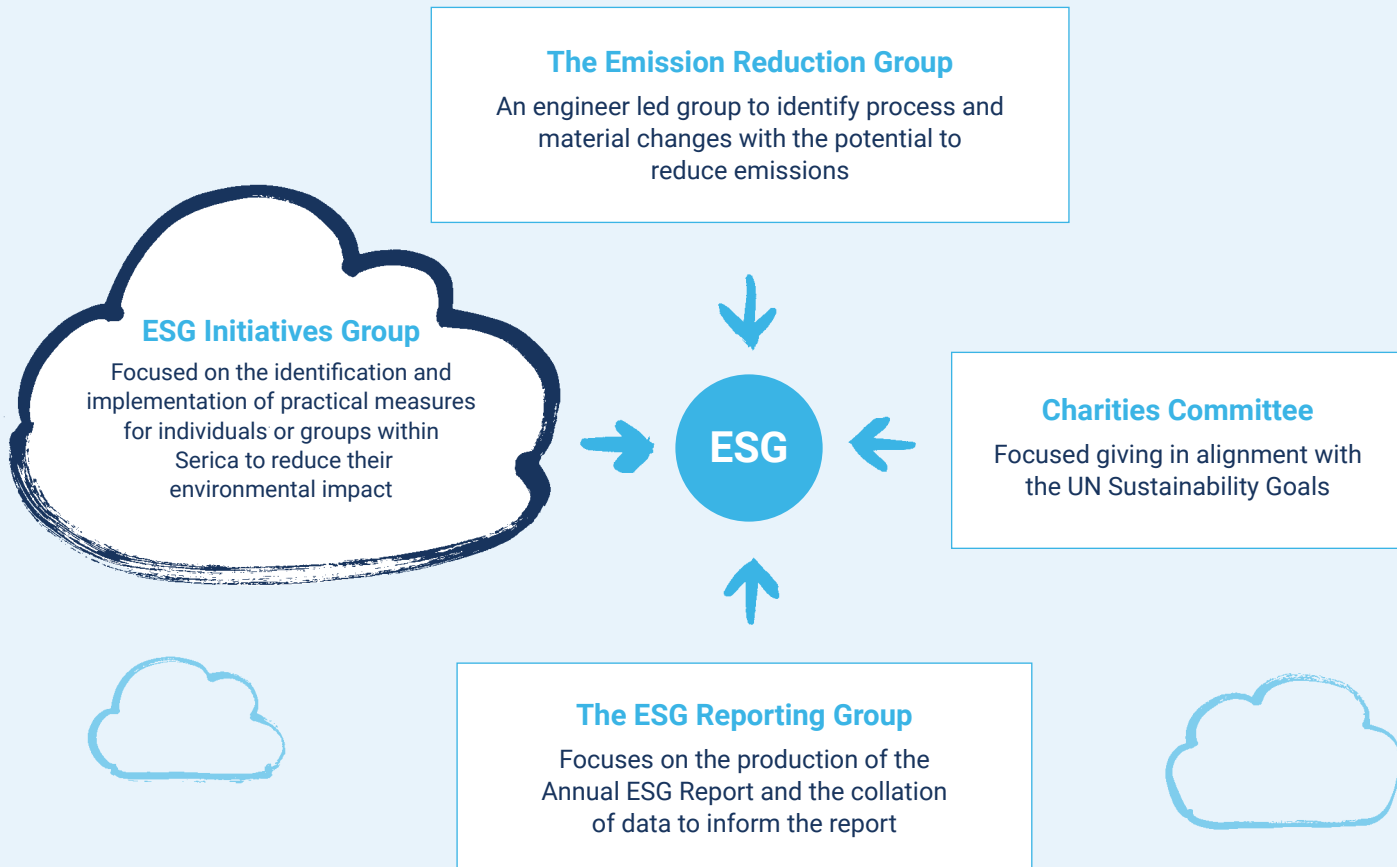
Serica continues to work to reduce its chemical usage and discharge volumes and we work closely with our chemical suppliers representative, based in our office, to utilise more environmentally friendly alternative chemicals where practicable.

Energy Consumption

The energy demands of the Bruce Platform are predominantly fulfilled through the combustion of fuel gas in gas turbines. When the platform is offline and fuel gas is unavailable energy needs are met with the use of diesel, which is also utilised offshore to fuel engines. The combustion of fuel, be it diesel or fuel gas, produces GHG emissions and as an operator we are committed to consume responsibly and reduce our fuel consumption where opportunities arise. Serica continuously monitors fuel gas and diesel consumption. Fuel gas is metered, and diesel usage is monitored through routine tank level measurements. Diesel is significantly more polluting than fuel gas and therefore its use is limited as far as possible. In 2019 less than 3% of Serica's overall CO₂ emissions came from the combustion of diesel.

Serica's ESG Culture and Reporting

In 2019 Serica kicked off a new ESG initiative. This generated a more structured approach to Environmental reporting with specialist groups, each led by a subject matter expert, focusing on one key aspect of our performance. Our goal is to deliver continuous improvements that are practicable, quantifiable and sustainable. This new structure (see below) integrates ESG across all disciplines of our business and builds it into our reporting process.





Contractor and Supplier Assurance

As a responsible consumer of goods and services Serica takes a tiered, risk-based approach to assuring the Health and Safety, Environmental, Social and Governance credentials of our contractors and suppliers. When contractors work on what are deemed to be low risk work scopes their Terms and Conditions are managed through the relevant Contract, or Purchase Order. These Terms and Conditions cover key performance aspects including, but not limited to, Safe Performance at Work, Compliance with Safety Regulations, Environmental Considerations, the Modern Slavery Act, Business Ethics, Anti Bribery and Corruption. In some instances where the level of risk posed by the work scope or contractor needs further scrutiny a potentially low risk contract may be subject to the Serica Supplier Pre-Qualification Questionnaire. The output of which will help to further define the potential risk.

Where a work scope or contractor is assessed to be moderate to high risk, a greater degree of pre-contract and post-contract award assurance is conducted. Examples of higher risk work scopes include, but are not limited to dive campaigns, well interventions, drilling campaigns and vessel operations, etc. Such contractor pre-qualification assessments will be followed by contractor site visits, the alignment of HSEQ plans and the development of interface documents where applicable. The contractor’s performance will then be monitored throughout the life of the contract and

formal non-conformances will be issued from Serica to any contractor where performance does not meet Serica’s own high standards.

Serica is currently working on an Oil and Gas UK initiative with a number of other North Sea Operators to develop a standardised industry Supplier Capability Assessment for both Quality and HSE. It is hoped that this standardised approach will increase the efficiency of the pre and post contract award assurance process, saving both time and money for clients and contractors.



Serica is stepping up to the challenge of operating one of the UK's most important mature assets in the North Sea. Our team monitors and measures every aspect of our environmental impact to give us the data to keep improving.





By 2025 the UN aims to prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution

LIFE BELOW WATER



How do we manage our impact on life below water?

Serica is committed to the reduction of marine pollution. All activities likely to result in an environmental impact requires regulatory approval. Serica is bound by UKCS legislation and its licensing, permitting and consenting requirements. Serica's environmental performance is audited annually by OPRED to ensure compliance with these regulations.

The Environmental Impact Assessment (EIA) process is a key component of the UKCS licensing, consenting and permitting process. Impacts are examined in both Environmental Statements and in EIA Justifications accompanying permit applications. Serica always aims to operate in full compliance with these requirements and information on potential impacts to IUCN Red List species are assessed during the environmental assessment process. Activities with the potential to result in environmental impacts will only commence once any planned mitigations have been submitted to and approved by the Regulator.

Environmental compliance with UK legislation forms the basis of Serica's licence to operate. Our compliance is managed as part of our OMS. Our experienced in-house specialists work closely with specialist advisors and consultants who ensure that all applicable environmental regulations and industry requirements are understood and our organisational knowledge is up-to-date. This approach is evaluated through periodic reviews of the OMS and verification of the environmental elements to the principles of ISO 14001.

At Serica we are acutely aware of the potential impacts of our operations on the marine environment irrespective of whether they emanate directly from our operations or indirectly, from our consumption and disposal of natural or man-made resources. As an oil and gas producer operating an established platform our potential impacts to the marine environment come predominantly from our permitted discharge of chemicals (covered in Responsible Consumption and Production) and hydrocarbons to the marine environment.

This section explains how we manage discharges to sea and how we continually work to remain compliant with all legislative requirements and thus reduce our impact on life below water, helping us meet our commitment to the fulfilment of UNSDG Target 14.

Management of Produced Water

Bruce, Keith and Rhum wells produce a mixture of crude oil, condensate, gas and small volumes of produced water. Following separation, produced water is re-injected into a dedicated water injection well.

'Produced water' is water trapped in underground formations that is brought to the surface during oil and gas production. Produced water is brought to the surface along with oil and gas. Produced water is only routed to sea when the Produced Water Re-injection (PWRI) system is unavailable. PWRI acts as a disposal route only with 100% of produced water being re-injected during PWRI uptime.

During times of PWRI downtime produced water is discharged overboard. The volume and oil in water (OiW) concentration of reinjected and overboarded produced water is closely monitored, recorded and reported to the Regulator (OPRED), as per the conditions of the Oil Discharge Permit under the Offshore Petroleum Activities (Oil Pollution Prevention and Control) Regulations 2005 (as amended 2011) (OPPC). If produced water is being overboarded to sea monthly discharge OiW concentrations must not exceed 30mg/l. This occurred once in 2019. In addition, where a single discharge of produced water has an OiW concentration of over 100mg/l irrespective of the volume discharged an OPPC non-compliance is submitted to the Regulator. This occurred on three separate occasions in 2019.

During normal operations every effort is made to ensure OiW concentrations are maintained at levels well below the 100 mg/l level. In 2019 average concentrations were significantly below this on Bruce. In instances where OiW concentrations approach 100mg/l, operators in the Bruce platform's Control Room implement measures including, but not limited to,

shutting in wells, checking chemical rates and seeking guidance from the onshore Process Engineers to reduce OiPW concentrations.

In 2019 as a result of an extended period of maintenance on the Bruce PWRI system a water treatment skid was brought onboard to filter produced water prior to its discharge to sea. The skid was on board from mid-March to mid-September. Throughout this period Serica maintained 100% compliance with our OPPC Permit and recorded an average OiW discharge concentrations of <11 mg/l, nearly 20mg/l below our monthly average permitted values. The success of this solution means that we are now assessing the viability of bringing a water treatment skid on board permanently.

Hydrocarbon Release

In accordance with the requirements of the OPPC Permit, Serica is required to report any event involving the unpermitted discharge of oil at sea, any event causing the escape or waste of petroleum or any release, discharge or incident where there may or has been a significant effect of pollution to the environment. Such occurrences are reported to OPRED within six hours of their identification in a Petroleum Operations Notification 1 (PON1) form.

In 2019, twelve PON1s were raised as a result of the unintentional releases of hydrocarbons to sea. These releases were a result of minor leaks and seeps from the plant and operator or procedural errors.

ABOVE AND BEYOND

An estimated 8 million tonnes of plastic waste enter the marine environment every year, 80% of which originates on land.

By 2025 it is estimated that for every 1kg of fish in the sea there will be 3kg of marine plastics.

To make a difference where we can, Serica's team will get sleeves rolled up for local litter picks in partnership with third party organisations. All waste collected during litter picks will be segregated and where possible recycled.





SOCIAL

It is of the highest importance to Serica that all our employees, contractors, suppliers and stakeholders are treated equally, fairly and without discrimination. We support and participate in industry initiatives to promote equal opportunity and diversity.

These commitments come from the very top of our organisation and apply consistently, wherever we operate. We report on how Serica supported the social elements of the UNSDGs during 2019.

NO POVERTY, ZERO HUNGER



Serica's personnel are encouraged to step up to support local initiatives where we know we can make a difference

During 2019 our team set up a Charities Committee to review nominations for organisations we might support and generate ideas for fundraising. The Committee selected a number of charities, with staff committing time and energy to the following causes:

Helping to Provide a Haven for Those Affected by Cancer in the North East

CLAN is an organisation providing 24/7 support for those affected by cancer in North East Scotland. CLAN's 'Haven' bed & breakfast provides free accommodation and the centre offers care and counselling for loved ones in a comforting environment.

In 2019, in addition to funding set-up of the CLAN Walk, one of the charity's biggest fundraisers, our staff manned stalls and participated in the sponsored walk, raising over £7,500.

Reacting to the COVID-19 Emergency

Serica demonstrated its ability to take decisive action when we re-assigned £10,000 from our social budget to contribute much-needed funds towards the cost of emergency provision at food banks UK-wide during the COVID-19 pandemic. These funds were donated to the Trussell Trust who will facilitate efficient provision at food banks UK-wide during the pandemic.

SERICA harnessed the power of its supply chain network to access and urgently supply 5,000 visors, an essential part of PPE for NHS staff on the frontline



Giving a Little Goes a Long Way

To offer support for families in and around Aberdeen suffering from hardship, Serica's Charities Committee identified two local organisations where we felt our team could make a difference.

AberNecessities liaises with social workers, family support workers and other professions to provide immediate relief for case-specific needs, ranging from baby milk formula to furniture. In addition to providing funds, our staff plan to assist at AberNecessities' resource centre.

Also in Aberdeen, CFINE provides an efficient food distribution hub to distribute the generous donations made by our office staff, ensuring that they reach the appropriate destinations in Aberdeen City and Shire.

Helping Young Londoners Reach their Potential

Our London team identified an excellent charity close to our Baker Street offices. The Fourth Feathers Youth and Community Centre offers a wealth of opportunities for its 500+ membership of local youngsters, aged between 8 and 19. The Centre's catchment area is deemed to be within the 10% of the UK's most deprived* and the charity has plans to improve its sporting and homework offering by refurbishing. In addition to fundraising to support this initiative, Serica staff have the opportunity to assist with renovation work or provide mentoring, careers advice and workshops.

Staff Taking the Initiative

Other activities instigated by staff, such as our planned litter pick and the 140-mile cycle run, currently planned for summer 2020**, will also contribute to our fundraising efforts with the added bonus of bonding our team towards a shared goal.

* Source: Index of Multiple Deprivation's seven discrete dimensions: Living Environment, Barriers to Housing & Services, Crime & Disorder, Income, Employment, Health & Disability and Education & Skills Training.

** These group activities may be affected by the limitations imposed by the the COVID-19 pandemic.



GENDER EQUALITY & REDUCED INEQUALITIES



How we Engaged in 2019

Serica recently participated in a number of government consultation exercises which related to;

- Sexual harassment in the workplace
- Establishing a new single enforcement body for employment rights
- Addressing unfair flexible working practices
- Neonatal
- Leave and pay
- Transparency of flexible working and family related leave and pay policies
- Parental leave and pay

Serica elected to participate to improve understanding of changes under consideration by the Government to ensure that our own policies and procedures reflect these changes. Serica aims to be a family-friendly employer and as a result of an internal consultation exercise we have improved our maternity, paternity, adoption and special leave policies.

These policy changes took effect on the 1st January 2020. This has been positively received by our employees and we believe they will contribute to our efforts to improve attraction and retention of staff. In many of Serica's employment policies, the Company offers enhanced provision significantly in excess of the statutory requirements. Examples of this include:

- Maternity
- Paternity
- Adoption
- Sick pay
- Special leave

A Transparent and Inclusive Recruitment Strategy

Serica has an active recruitment programme both on and offshore. In 2020 we plan to monitor applications to understand the gender balance of applications and where applicants are applying from to identify untapped pools of labour that we could target.

Gender Pay Gap

In 2017, Serica's workforce was only 7 members of staff, with 30% female staff. When Serica completed the BKR transaction at the end of 2018, 110 members of staff were transferred from the previous operator, all of whom were male. Serica currently has 14 female employees (out of 148), making up 9% of our population. However, amongst onshore staff in the London and Aberdeen offices, the percentage of female staff is 25%.

The UK Oil and Gas Workforce report stated that women represented just over 3% of the offshore workforce in 2018. The report also stated that females make up 4% of Senior Management and Technical roles.

Serica's reward philosophy applies a pay and grading model to the different roles within our business to ensure that our pay is internally fair and externally competitive. Our pay and grading model allows an accurate comparison of roles and reward against others in the market and guides our decisions in relation to reward.

The Serica HR model sorts roles into discipline areas. Within those, a grade structure pinpoints the complexity of roles, know how, problem solving, level of autonomy and accountability required to fulfil each role. This structure guards against a lack of parity within particular roles that could arise from bias such as gender. Our salaries associated with each of the families, disciplines and grades fall within a broad band structure. Serica has elected to input its data to the annual Korn Ferry Reward survey which compares Serica's data with over 100 other oil and gas companies to generate a report detailing our external competitiveness and our internal equity. Any anomalies in relation to internal equity are investigated and, where appropriate, corrections made.

In 2019 no anomalies relating to gender inequality were identified.

The Company remains committed to monitoring this important subject and data will be included in the 2020 ESG Report.

Equal Opportunities & Reduced Inequality

Serica commits to providing equal opportunities to all employees in line with our Equal Opportunities and Dignity at Work policy. Employees will receive equal treatment regardless of:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Colour
- Nationality, ethnic or national origin
- Sex or sexual orientation

Our Equal Opportunities and Dignity at Work policy guides how we ensure equality and diversity are built into all aspects of our recruitment and selection process, treatment of part-time employees and those with disabilities. As a young organisation we are developing our diversity metrics and we anticipate reporting on the following metrics:

- Age
- Nationality
- Gender
- Part-time and flexible working
- Disability

Serica management attended OGUK Diversity and Inclusion workshops. Most recent events attended took place during 2019 and early 2020.



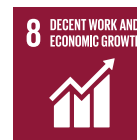
Serica has committed to The AXIS Pledge, an initiative within the Aberdeen energy sector to work towards equal pay, leadership and opportunities. In an industry that supports 270,000 skilled jobs it is important to foster a diverse and inclusive workforce, particularly in today's challenging environment.

Inspiring Young Women to join the Industry

Serica strongly supports and is an active participant in OPITO's efforts to increase the number of young women entering our industry.



DECENT WORK & ECONOMIC GROWTH



Serica is committed to providing a safe, reliable and responsible working environment for every member of our team; employee or contractor. Serica has a formal employee appraisal system facilitating discussion between every employee and their line manager to set career objectives at the beginning of the year, review mid-year and assess progress at year end. The Company recognises high performers and provides development opportunities.

In 2019 we:

- promoted one of our offshore employees to a leadership position
- provided a 6-month onshore assignment for four of our offshore team
- adjusted the salaries of 20 employees to recognise expansion of their roles
- undertook a full review of terms and conditions to ensure internal equity and external competitiveness

We believe that shared success will be delivered through an environment of mutual trust and respect, where roles and responsibilities are clear and personal accountability is a matter of professional pride.

As such we will invest in our people to build confidence, develop shared values and encourage colleagues to be mutually supportive. The Company has a significant budget to support staff Further Education (see Appendix 3).

We are developing working practices and policies that support a healthy work-life balance. Eligible employees are able to formally request a change in their working pattern and, contractual obligations and operational priorities permitting, every effort is made to accommodate these requests.

To enhance work-life balance further, Serica operates a popular 'Flex Friday' compressed working week scheme where all full-time staff can elect to work a slightly longer day in return for alternate Fridays off.

Serica encourages healthy living by having fresh fruit delivered to our offices weekly and healthy food options always on offer for our crew offshore. The gym is a popular leisure pursuit offshore and for those of a less sporting nature, regular quizzes engender a competitive spirit. In 2019 staff instigated a competitive Step Challenge, building team rapport and raising funds for our chosen charities and plans for our sponsored bike ride continue with virtual meets keeping participants fit and motivated.

The pressures of today's world can be many and stresses often unseen. Several members of our team have already been trained as Mental Health First Aiders, with a 2nd round of training planned for 2020. We acknowledge that offshore work is demanding and, in addition to regular safety campaigns, Serica has instigated mandatory e-learning modules for all offshore staff, highlighting the signs and dangers of fatigue and offering advice and practical strategies.

The ESG Data Book in Appendix 2 provides data on Serica's Health and Safety and Human Resources performance throughout 2019.





Respecting our Offshore Team

Serica's senior management made an early decision to ensure regular and meaningful engagement directly with our offshore team by making regular trips to Bruce. This supports our hard working, committed crew and enhances communications.

One of Serica's first actions on assuming operatorship was to simplify crew transport, changing to a single-phase journey direct to the platform, significantly reducing travel times.

We are putting plans in place now to deliver another improvement to crew conditions. In 2021 we plan to change our offshore rotation to reduce the number of consecutive working days offshore from 21 to 14, something we believe will improve general wellbeing and reduce fatigue.

We have also been able to accommodate flexible working requests from our offshore population, enabling skilled workers to remain in our employment.

How we Contribute to the Economy

The Company has responsibility for the production of circa 5% of the UK's domestic gas production, using existing infrastructure to deliver a secure source of energy, reducing the country's reliance on foreign imports in a time of increasing global uncertainty.

The oil and gas industry supports around 270,000 skilled jobs and is a major contributor to the nation's economy and we aim to play our part by offering our staff well remunerated, secure jobs, giving them the confidence and the wherewithal to contribute individually to the economy, both locally and nationally.

As one of the UK oil and gas industry's major businesses, Serica is highly conscious of the part we play both in the local economy and nationally.

Serica's extensive supply chain involves working with organisations of all sizes; individual consultants through to international businesses. Our personnel commission complex engineering projects, hire rigs or ROVs and on another level buy in local services such as specialist consultancy or catering supplies. In every case we treat our suppliers as valued partners, showing respect and transparency in our transactions.

Currently circa 90% of our contracts are with UK suppliers, almost 70% of those in the North East of Scotland.



QUALITY EDUCATION



Serica's Training Committee meets monthly and each Serica employee has a training matrix assigned to their role. Serica's Training Management System (TMS) sends reminders of courses, allowing employees to book their courses online. An example of the choice of training programmes Serica offers can be found in Appendix 3.

We actively encourage personal and professional development across the breadth of our team. This investment in our people not only benefits individuals, but also creates an ethos of mutual respect, empathy and commitment, improving retention of valued staff and contributing to Serica's reputation as an employer.



OPITO Apprenticeship Programme

Serica is particularly proud to have a high proportion of apprentices assigned to our Bruce asset. In 2019 we spent £325,000 on apprenticeship training. We currently have four apprentice technicians working offshore on the Bruce platform, two process, one mechanical and one instrument and we are supporting a further three in college. Five of these apprentices are very close to completing their course. Within the last eighteen months we have recruited three of our trainee technicians into full time roles and we hope to employ more in the future. We have committed to a further five apprentices starting college in the next two years.



Namibia

Serica has been in Namibia since 2011 and continues to provide employment and training, whilst advancing the geological understanding of the region. Namibia's oil and gas industry is in its infancy so there is a lack of opportunity for highly qualified staff in the national oil company to gain hands-on experience.

In 2019 Serica created an intensive programme for three petroleum engineers who undertook safety training, then got hands-on experience on the Bruce platform followed by further learning with staff at our Aberdeen operational HQ.

In addition, Serica's annual contribution to Namibia's Petroleum Training and Education Fund helps to fund scholarships and education in the fields of science and IT. Our Namibia Country Manager sits on the skills development sub committee.

Undergraduate Mentoring

Serica's ongoing work experience programme hosts young school leavers or undergraduates with an interest in energy and science at our state-of-the-art operational HQ in Aberdeen, giving them the experience of working on actual engineering or science-based activities, mentored by our personnel.



MAKING OUR CONTRIBUTION TO EDUCATION

As part of our local community outreach we will build on 2019's school visits, talking to young people about the energy industry and the opportunities it offers.

Serica's support of CLAN cancer charity was extended during 2019, giving us the opportunity to address our corporate goals of helping to improve education and local communities when we were one of the first to sign up in support of their innovative 'Light the North' fundraising project. Serica will sponsor one of a trail of lighthouse sculptures, encouraging families and schools to explore and learn about maritime history around the North East of Scotland. Serica will also donate a mini lighthouse to a local primary school, a visual aid for teachers discussing marine life and environment as part of the national curriculum.



The introduction of the Developing the Young Workforce (DYW) policy, generated by the Wood Foundation, has given schools and industry a mandate to engage, and Serica supports our talented personnel in doing just that.

Serica was invited to present a vocational appreciation of offshore engineering to Secondary pupils of Mackie Academy at a Senior Phase Careers Pathways event. This programme is intended to support students as they begin to consider their career prospects.



Serica is actively involved in MATE, the international movement for Marine Advanced Technology Education who set an annual assignment based on a topical marine theme designed to stimulate secondary and tertiary level student development and requiring technical innovation, team skills and leadership. This also engages young people in STEM (Science, Technology, Engineering & Mathematics).

Serica provides direct mentoring support to Mintlaw Academy in Aberdeenshire to coach pupils in their response to the MATE Challenge. Mintlaw qualified for the World Finals in the USA. In an extension of the MATE challenge, Serica's subsea engineers volunteer to assess 6-8 Technical Reports submitted by universities around the world.



INNOVATION AND INFRASTRUCTURE



Serica will continue to work with industry partners towards a net zero carbon future. We will do this by sharing industry knowledge, embracing innovation and working with CCUS project partners or stakeholders to assess the potential use of BKR infrastructure for carbon transportation and storage.

Serica will seek out new and emerging technology, challenging the norm to improve efficiency and reduce risk. An example of this progressive culture, as part of our planning for operatorship of the Bruce asset, Serica consulted across all disciplines and instigated a radical simplification of processes that replaced nine individual IT systems with one.

Oil and Gas Technology Centre (OGTC)

The OGTC provides an industry-led innovation hub created to deliver, accelerate and inspire innovation with a focus on solutions to deliver a net zero future, with nearly £130 million co-invested in 200+ projects.

Serica is now a full member of the OGTC, with a focus on Net Zero, Asset Integrity, Marginal Developments, Digital and Subsurface. Serica is engaging with OGTC in the use of laser scanning and digital twins to help develop our cumulative risk management. We hope to do more with OGTC in the future and have even offered bed-space offshore to trial potential projects.



Society of Petroleum Engineers (SPE)

Serica is a sponsor of the Society of Petroleum Engineers (SPE) who regularly host workshops and meetings in Aberdeen and London. The SPE facilitates the collection, dissemination and exchange of technical knowledge in the oil and gas sector and provides opportunities for professionals to enhance their technical and professional competence.

Serica has actively promoted the formation of an SPE section in Windhoek, Namibia. This gives Namibian oil and gas professionals the opportunity to network and attend technical presentations as well as access to technical papers and mentoring support.

In 2019 Serica's Senior C&I Engineer presented to the SPE on Serica's approach to gaining the most from its assets, highlighting collaboration as the key to success

Subsea UK

A collaborative, not-for-profit association helping those in the subsea part of our industry to share ideas to drive diversification and technology development.

Institution of Chemical Engineers (ICHEME)

Founded in 1922, the IChemE is a multi-national institution that exists to advance chemical engineering's contribution for the benefit of society.

Serica's 2019 presentation to IChemE on Technical Authorities was shortlisted by peers in the IChemE annual awards for 'Best Technical Presentation'



GOVERNANCE

Rigorous corporate governance and risk management are pivotal to the sustained success of Serica's ability to deliver shareholder value. Our business is underpinned by a comprehensive framework of policies and management systems including the Quoted Companies Alliance Corporate Governance Code 2018 (The QCA Code).

Serica's Board and leadership team work together to instill a culture across the Company which delivers strong values and behaviours. This section of our ESG Report details our commitment to the relevant UN Sustainable Development Goals relating to Governance. You can also read more about our Corporate Governance structure on our website www.serica-energy.com.

PEACE, JUSTICE & STRONG INSTITUTIONS



Policies for an Ethical, Transparent Business

Peace, stability, human rights and effective governance based on the rule of law are important conduits of sustainable development and at Serica we pride ourselves in conducting business in a fair and transparent manner, empowering our employees to adhere to the required standards of practice, wherever our business takes us.

Our commitment to contributing to the attainment of the UNSDGs is demonstrated in our comprehensive Business Management System (BMS) which includes the following codes, policies and procedures:

Code of Business Conduct

Our Code of Conduct sets out the behaviours we expect from our employees, contractors and third parties who act on behalf of our company and documents our commitment to complying with all applicable legal requirements and working to the highest ethical standards. It is a guide to the general principles of working with one another, the company's customers, suppliers, vendors, competitors, government bodies and the public, including shareholders. It also provides practical advice to help workers in their day-to-day duties.

All employees and contractors are required to complete training on our Code of Conduct which incorporates the policies and statements below and provides examples and scenarios which better explain how to spot non-compliance.

Modern Slavery Act 2015

Following legislative requirements under the Modern Slavery Act 2015, Serica has published a statement, added a clause to all contracts and provided training to staff regarding the steps taken to ensure slavery and human trafficking is not taking place in its business or supply chains.

Serica does not tolerate any form of modern slavery in its business or supply chain and expects that its service providers, suppliers, vendors and business partners will maintain the same expectations and standards within their respective business and supply chains. Our contractual terms require the highest standards of business ethics, compliance with applicable laws and commitment to health, safety and the protection of the environment. Serica reserves the right to audit contractors and suppliers' policies, procedures and records at any time so as to verify compliance.

Anti-Bribery & Corruption Policy

Serica will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. We are bound furthermore, by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad.

Serica has published a policy and provided training to all staff and contractors with regard to its zero-tolerance approach to bribery and corruption. The training provided covers how to spot various types of bribes within the workplace as well as our procedures for accepting or offering gifts or hospitality. Serica maintains a register logging gifts and hospitality received or declined.

Whistleblowing Procedures

Serica is committed to upholding the highest standards of conduct and ethics in all areas of our organisation. We encourage all employees, consultants, contractors or other interested parties who suspect any breaches in our policies or the way in which we conduct business to report those to allow us to consider appropriate investigation and response. To this end Serica has appointed an independent, confidential reporting service, SeeHearSpeakUp, who operate a confidential phone line, online and e-mail available 365 days a year, 24/7. Serica guarantees that there will be no detrimental treatment of an individual as a result of that person raising a concern.

Peace, stability, human rights and effective governance

based on the rule of law are important conduits of sustainable development at Serica

Privacy Notices and Personal Data Protection (GDPR Compliance)

The new European regulation for data protection came into force in May 2018. GDPR applies across the entirety of Europe with the UK government creating a new Data Protection Act (2018) which replaces the outdated one of 1998.

Serica has provided all employees (and potential employees) with privacy notices that set out how the Company holds and processes personal data. The Company has also provided a specific 'Personal Data Protection Policy' and 'Subject Access Request Policy' that goes further into the rights of all employees to show compliance to the GDPR Regulation and Data Protection Act 2018. We also publicise internally our Data Retention Schedule which lists all legal timelines for how long we are entitled to hold all specific data.

SeeHearSpeakUp

Whistleblowing
independent, confidential reporting service

Serica is committed to upholding the highest standards of conduct and ethics in all areas of your workplace.

If you would like to voice serious concerns in a safe, secure and anonymous manner you can:

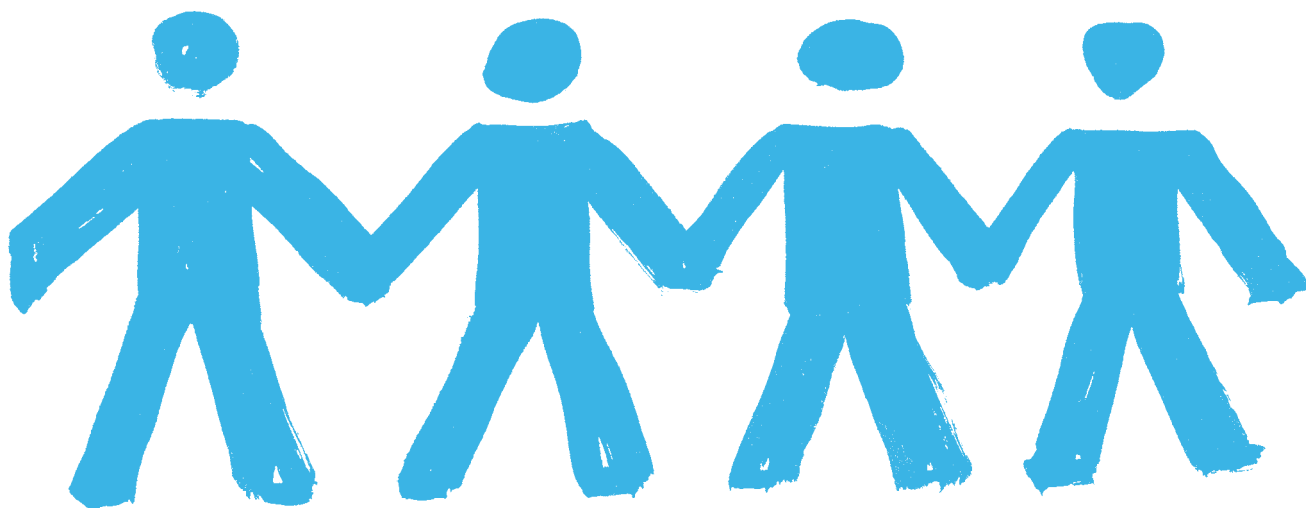
Call the hotline:
0800 056 2539

Report online:
www.seehearspeakup.co.uk/en/file-a-concern

Email us:
report@seehearspeakup.co.uk

All services are available 24/7, 365 days a year.

PARTNERSHIPS TO ACHIEVE GOALS



Partnerships Supporting our Standards

Serica has carefully selected organisations which mirror our own Code of Conduct. This Code is a guide to the general principles of how we work together and how we work with our customers, suppliers, vendors, competitors, government bodies and the public, including shareholders.

These organisations have been selected to assist the company in collaborating with wider industry peers and regulatory bodies and to help share best practices including environmental priorities, safety, new technology, to name a few.

Contributing Expertise

Serica boasts a world class team of experts and our personnel contribute to a variety of oil and gas sector forums. We recognise the importance of collaboration with wider industry in the pursuit of continuous improvement and are committed to playing our part. Some examples of our participation:

- Integrity and Process Safety Assurance Manager sits on OGUK's Major Hazards forum where operators, specialists and the HSE work together to develop understanding and management solutions for Major Accidents and Hazards in the offshore industry.

- Our HSEQ Manager and our Environmental and Compliance Adviser attend, and contribute to, a wide spectrum of forums hosted by industry bodies including OGUK, Step Change in Safety and EPOL.

Oil and Gas UK (OGUK)

Oil and Gas UK represents and links companies in the UKCS energy sector, organising industry initiatives, forums and training and acting as a bridge between government and external organisations. Serica is an Operator Member of OGUK, our CEO is a board member and senior Serica personnel attend Operator Council meetings and participate in workshops and conferences.



Step Change in Safety

Step Change in Safety was founded in 1997. Now an independent organisation representing the workforce, regulators and employees they focus on understanding and management of Major Hazards with a view to making the UK oil and gas industry the safest in the world.

In 2019 members of Serica's Senior Leadership and Executive Teams, including our CEO and Chairman, participated in a one-day Major Accident Hazard training session run by DNV at the Spadeadam RAF base. In this controlled environment our personnel attended live demonstrations showing the effects of various types of fires and explosions, driving home the importance of HSE in a hazardous environment.

The day also gave the team the opportunity to review Serica's risk matrices and have open dialogue around Company policies, procedures and future planning, to ensure safety remains at the forefront in all that we do

Oil and Gas Independents' Association (OGIA)

The OGIA is a not for profit community of some 23 small independent companies, doing business within the UKCS. Members of the group meet regularly to share best practice.



The Association of British Independent Exploration Companies (BRINDEX)

Brindex members work with Government bodies, trade associations and the Regulator to shape best working practices, share technology knowledge and provide a voice for independent oil and gas companies.

Under the common standard of reporting formulated by the Task Force on Climate-related Financial Disclosures (TCFD), BRINDEX members will:

- Continue to identify and implement measures to reduce energy consumption associated with our global operations
- Identify and pursue opportunities to reduce our carbon footprint and greenhouse gas emissions within our operations and throughout our supply chain
- Communicate our climate change performance and our processes for governance, risk management and target-setting with internal and external stakeholders in a transparent and consistent manner
- Collaborate with industry

In 2019 Serica was one of the first signatories to the Brindex 'New Reporting Standards' see www.brindex.co.uk/Climate-Change

Supply Chain

Serica works in partnership with a well-established oil and gas supply chain focused in and around Aberdeen, UK. Aberdeen is the European hub for the industry and draws on goods and services from international organisations operating all over the world. Specifically, for Serica's operations, our supply chain provides:

- **Production support services**
equipment maintenance specialists;
- **Production support products**
chemicals, spare parts, personnel equipment and supplies, food and drink; and
- **Transportation**
personnel transport by helicopter, equipment transport by offshore supply vessel, stand by vessel services, etc



GLOSSARY

Abbreviation	Definition
AIM	Alternative Investment Market
ALARP	As Low As Reasonably Practicable
BEIS	Department for Business, Energy and Industrial Strategy
BKR	Bruce Keith and Rhum
BMS	Business Management System
boe	barrel of oil equivalent
boe/d	barrel of oil equivalent per day
BRINDEX	The Association of British Independent Oil Exploration Companies
CCUS	Carbon Capture, Usage and Storage
Cefas	Centre for Environment, Fisheries and Aquaculture Science
CH ₄	Methane CO
CO	Carbon Monoxide
CO ₂	Carbon Dioxide
DAFWC	Days Away from Work cases
EEMS	Environmental Emissions Monitoring System
EIA	Environmental Impact Assessment
EMS	Environmental Management System
ESG	Environmental Social Governance
ETSWAP	Emissions Trading Scheme Workflow Automation Project
EU ETS	European Unions Emissions Trading System
GDPR	General Data Protection Regulation
GHG	Green House Gas
GRI	Global Reporting Initiative
HAWS	Hand Arm Vibration Syndrome
HSE	Health Safety & Environment
IChemE	Institution of Chemical Engineers
ISO 14001	International standard that specifies requirements for an effective environmental management system
ISO 45001	International standard for management systems of occupational health and safety to reduce occupational injuries and diseases including promoting and protecting physical and mental health
IUCN	The International Union for Conservation of Nature
IUCN Red List	List of threatened species
kt/barrels	thousand tonnes per barrels
MDEA	Methyldiethanolamine is a tertiary amine and commonly used for removal of acid gases from gas streams
mg/l	milligrams per litre
NACE	Nomenclature of Economic Activities
Net-zero	A 'net-zero' target refers to reaching net-zero carbon emissions by a selected date, net-zero refers to balancing the amount of emitted greenhouse gases with the equivalent emissions that are either offset or sequestered
NO _x	Nitrogen Oxides
OCR	Offshore Chemical Regulations
OGA	Oil and Gas Authority (Regulator)
OGIA	Oil and Gas Independents' Association
OGTC	Oil and Gas Technology Centre
OGUK	Oil and Gas UK
OiW	Oil in Water
OMS	Operating Management System
OPPC	Oil Pollution Prevention and Control
OPRED	Offshore Petroleum Regulator for Environment and Decommissioning
OSPAR	Oil Spill Prevention, Administration and Response Fund
PDCA	Plan Do Check Act
PLONOR	Pose Little or No Risk
PON	Petroleum Operations Notice
PPC	Pollution Prevention Control
PWRI	Produced Water Re-injection
QCA	Quoted Companies Alliance
SO ₂	Sulphur Oxides
SPE	Society of Petroleum Engineers
TCFD	Task Force on Climate-Related Financial Disclosures
TMS	Training Management System
TRIF	Total Recordable Injury Frequency
UKCS	United Kingdom Continental Shelf
UNSDG	United Nations Sustainable Development Goals (also referred to as SDG)
VOCs	Volatile Organic Compounds

The image shows two men in industrial workwear, including hard hats and safety glasses, looking at a tablet together. The scene is set in an industrial or construction environment, with a blue color overlay. The worker on the left has a 'SERICA ENERGY' logo on his hard hat and a 'SERICA' logo on his jacket. The worker on the right has a 'SERICA' logo on his hard hat and a 'SERICA' logo on his jacket. A 'SERICA OHS' logo is visible on his glove. The background is slightly blurred, showing industrial structures.

APPENDICES

Appendix 1 - **How we Manage Our Operations**

Appendix 2 - **Serica's Databook**

Appendix 3 - **Serica's Training**

Appendix 4 - **GRI Core Index**

APPENDIX 1 - HOW WE MANAGE OUR OPERATIONS

SERICA'S COMMITMENT

Serica commits to conducting its operations in such a way as not to harm people and minimise the impact on the environment. With the support of our partners, Serica's goal is to uphold and continuously improve the health, safety and environmental (HSE) performance exemplified at Bruce, Keith and Rhum and to extend this approach to any assets we may acquire in the future. Serica has the following systems in place to do this.

The Safety Case

Serica has an approved Safety Case for its operatorship of the assets.

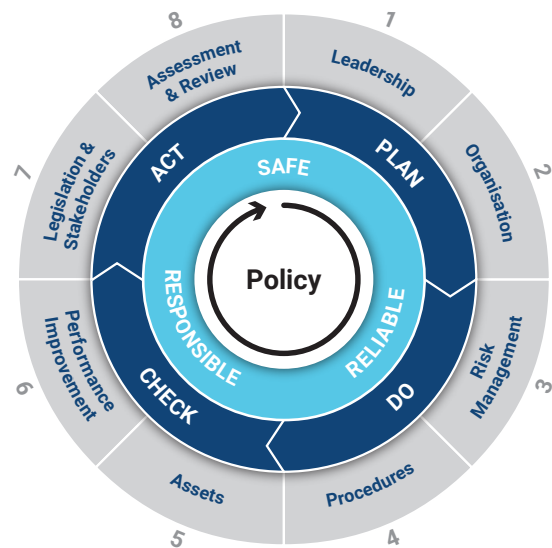
The Safety Case is a comprehensive document produced by the operator of a facility which:

- identifies hazards and risks;
- describes how the risks are controlled;
- describes the safety management system in place to ensure the controls are effectively and consistently applied.

Serica operates under a Health, Safety, Environment and Quality (HSEQ) Policy. This policy is endorsed by our Chief Executive Officer and sets out how we attain the following;

- comply with all applicable legislation, industry standards and best practice;
- maintain safe places of work for our staff and contractors, promoting a positive HSEQ culture through visible commitment, communication and consultation;
- be an environmentally responsible organisation; Continually improve our HSEQ performance through a systematic approach which includes the setting of objectives and targets, monitoring of performance and regular assurance and audit activities.

The HSEQ Policy also states an expectation that all personnel and third-party organisations working for Serica share the values of protecting the environment and one another.



Our Operations Management System (OMS)

In 2018, the Serica Health, Safety, Environment and Quality (HSEQ) Management System was revised and extended to address the specific requirements of becoming a Production Operator on the United Kingdom Continental Shelf (UKCS). Our HSEQ policy is implemented through Serica's OMS, which provides the framework for the systematic management of HSEQ across the organisation. The OMS is designed to deliver safe, environmentally and socially responsible, and reliable operations in accordance with defined policies, practices, processes and standards.

The structure and content of the OMS recognises the principles of HSG65 (Managing for health and safety), ISO 45001 (Occupational Health and Safety Management Systems) and ISO 14001 (Environmental Management Systems) and ensures that risks to the health and safety of personnel and to the environment are reduced to As Low as Reasonably Practicable (ALARP).

The OMS is structured around the Deming 'Plan-Do-Check-Act' (PDCA) cycle, which provides the framework for the management, control, and continuous improvement of Serica's onshore and offshore activities. The OMS is comprised of eight Elements, each of which is aligned to a corresponding segment of the PDCA cycle. Each Element comprises a Goal, which defines the overarching objective, and a corresponding set of requirements which detail the actions required to deliver each Goal. The relationship between Serica's HSEQ Policy, the eight Elements of the OMS and the PDCA cycle is illustrated in the figure above.

APPENDIX 2 - ESG DATABOOK

ENVIRONMENTAL ASPECTS

Data Requirement	2019 Data - Baseline for 2020
Breakdown of waste disposal split (recycling, reuse, landfill etc)	55.2% recycled 33.5% to landfill 5.3% waste energy 0.2% incinerated 5.8% treatment prior to disposal
Volume of oil discharge overboard in produced water	0.529 tonnes
Volume of oil in water re-injected	2.919 tonnes
Average concentration of oil produced re-injected	68.85 mg/l
Average concentration of oil in produced water discharged via the CETCO skid	10.33 mg/l
Non compliances (Petroleum Operation Notification 1 (PON1))	12
Volume spilled (PON1)	0.81 tonnes
Non compliances (Offshore Chemical Regulations)	3
Non compliances (Petroleum Operation 2 (PON2))	0
Total CH ₄ emissions*	191 tonnes
Total CO ₂ emissions (EU-ETS)	241503.41 tonnes
Total NO ₂ emissions*	18.309 tonnes
Total NO _x emissions*	554.904 tonnes
Total VOC emissions*	4.722 tonnes
Total diesel consumption	1857 tonnes
Total flaring volumes	10309 tonnes
Average Base Load Flare per 24hrs	11.6 tonnes
Total fuel gas consumption	81365 tonnes

* Emissions reported in accordance with the Pollution Prevention Controls permit

HUMAN RESOURCES ASPECTS

Data Requirement	2019 Data - Baseline for 2020
Employee age demographics	11% under 30, 67% 30-50, 22% over 50
Employee gender breakdown by discipline	14 female, 134 male (Business Support: Finance, Commercial, PSCM = 5 (36%). Technical: Engineering, Operations, Subsurface = 9 (64%))
Employees from minority groups	Currently Serica do not have a means to monitor ethnic origin
Gender breakdown of employees	Employees 91% male, 9% female - 14 females and 134 males
Number of labour relations grievances	0
Total new hires by gender	21 new hires in total. 6 females, 29% and 15 males, 71%
Total new hires from the local area	All 2019 new hires live in the United Kingdom
Total number of contractors	25
Total number of employees	148
Total number of incidents of discrimination	0
Total number of performance and career development reviews	148 appraisals completed
Turnover - total number of employees who left the Company (only those who resigned) age breakdown	10 leavers. Under 30 = 3 (30%), age 30-50 = 5 (50%) 51 + = 20%
Turnover - total number of employees who left the Company (only those who resigned) gender breakdown	10 leavers. 2 female, 20% and 8 male, 80%
Total number of grievances	0

HEALTH AND SAFETY ASPECTS

Data Requirement	2019 Data - Baseline for 2020
Lost day work cases	3
Medical treatment cases	1
Restricted work day cases	3
Security incidents	None
Total lost day rate	DAFWC per 200,000: 0.885
Total recordable injury rate	TRIF per 200,000: 2.066

SOCIAL ASPECTS

Data Requirement	2019 Data - Baseline for 2020
Charitable giving in the UK by sector (or UNSDG)	CLAN House £15,000
	£10,000 to the Trussel Trust*
	£10,000 donated to the NHS during the COVID-19 pandemic*

* Donations made in 2020



APPENDIX 3 - TRAINING COURSES AND E-LEARNING MODULES

Serica offers its staff a broad range of professional training opportunities some of which are outlined below:

Training Courses	E-learning modules
Helix Safety Investigator Training	Atmospheric Emissions
Intertek Oil in Water Training and Assessment	Authorised Gas Tester Level 1 & 2 and 3
Opito Apprenticeships	Benzene Awareness
Petrotechnics Training Modules	BP REWS (Radar Early Warning Systems) v2.8
CIPS Oil & Gas and Energy Competency Assessment	Chemical Use and Discharge (Environmental Management)
CIPS Oil & Gas and Energy Corporate Award	Compressed Gas Cylinder Safety Awareness
Machinery Diagnostic	Confined Space Entry
Scripting and Build of the Code of Conduct	Corrosion Management Awareness
Spadeadam Hazard Awareness	CYBER SECURITY AND PHISHING AWARENESS TRAINING
Human Factors	Dangerous Goods by Air
Human Factors 9.3	Dangerous Goods by Sea
Mental Health First Aid	Electrical Safety Rules (UK-PRO-4.5-1005)
Mental Health Training Tier 1	Environmental Awareness
AvSim and RCMCost Training	Fatigue Awareness Training (Serica)
Emergency Response Service Advice - Legal Cost	Fatigue Supervisor Training (Serica)
Rhum Dynamic Modelling Support	Gas Hydrates Awareness-UK & USA
2 x Apprentices - Petroleum Processing Technology	HAVS Awareness
CMT & Duty Management Training	Helix E-Learning
CMT & ERP Plan Review	Introduction to Well Integrity (Serica)
Transportation & Processing Agreements	ISSOW Level 1 (Performing Authority)
Firearms Flare Ignition	ISSOW Level 2 (Issuing Authority)
Centum VP & ProSafe-RS Combined Maintenance Tech T	Legionella Awareness
	Major Accident Hazards (by Mintra)
	Mintra: Asbestos Awareness
	Mintra: Authorised Gas Tester Level 1 & 2: Gas Testing for Confined Space Work and Hot Work
	Mintra: Gas Compression
	Mintra: Gas Treatment
	Mintra: Introduction to Potable Water
	Mintra: Nitrogen Awareness
	Mintra: Oil and Gas Extraction
	Mintra: Oil and Gas Metering, Sampling and Pigging
	Mintra: Power Generation Systems
	Mintra: Respiratory Protection
	Mintra: Seawater and Firewater
	Mintra: Separation
	Mintra: Water Injection
	Oil in Water
	Oily Discharges
	OPITO MIST
	Piping Vibration
	PUWER Assessor
	Relief Systems
	Serica Code of Conduct
	Serica Maximo Modules 1 to 7
	UKCS Offshore Installation Manager (OPEP Level 1)
	Waste Management
	Waste Management Awareness
	Well Integrity Management Systems

APPENDIX 4 - GRI CORE INDEX

GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Organisational profile		
	102-1 Name of the organisation	Serica Energy plc	
	102-2 Activities, brands, products, and services	2019 Annual Report and Accounts Highlights section (pages 1-9)	
	102-3 Location of headquarters	Aberdeen, United Kingdom	
	102-4 Location of operations	https://www.serica-energy.com/asset-portfolio	
	102-5 Ownership and legal form	Serica Energy plc	
	102-6 Markets served	UK Energy Market - This is described in the Serica Energy ESG Report under the About Our Company and Operations Section, page 4	
	102-7 Scale of the organisation	Serica Energy currently has 148 employees 2019 Annual Report and Accounts (pages 61-74)	
	102-8 Information on employees and other workers	Serica currently has 148 employees and 29 contractors comprising: 158 male and 19 female workers. Of our 29 contractors, 27 are working in the UK and 2 are working in Namibia. Of our employees, 147 are full time and one is part time. Like many independent oil and gas companies, Serica utilises fixed term contractors to provide support to our operational activities. The mix of employees and contractors in operational roles is balanced to ensure that it is in the best interests of the business and has the resilience to respond to all operational challenges. This number remains relatively constant and will depend on operational activity. If applicable, a description of the nature and scale of work performed by workers who are not employees. Data is collected from the Human Resources record of employees and direct contractors	
	102-9 Supply chain	This is described in the Serica Energy 2019 ESG Report under the Partnerships to Achieve Goals Section, page 38	
	102-10 Significant changes to the organisation and its supply chain	There are no specific changes for the purposes of GRI as this is Serica Energy's first year of reporting	
	102-11 Precautionary Principle or approach	A description of our approach to managing risk is provided in the Corporate Governance section of the 2019 Serica Energy Annual Report and Accounts (pages 36-60) This is also described in the Serica Energy ESG Report in the following sections: <ul style="list-style-type: none"> • Climate Action, pages 14 to 17 • Responsible Consumption & Production, page 18 to 20 • Life Below Water, pages 23 and 24 	
	102-12 External initiatives	Serica aligns and recognises the following external initiatives in relation to our operations: <ul style="list-style-type: none"> • The UN Sustainable Development Goals • The OSPAR Convention • OSPAR Recommendation 2003/5 • ISO Standard 14001 • The Global Reporting Initiative (GRI) 	
	102-13 Membership of associations	This is described in the Serica Energy 2019 ESG Report under the Partnerships to Achieve Goals Section, pages 38 and 39	
Strategy			
102-14 Statement from senior decision-maker	CEO's Introduction to ESG Report. This can be viewed in the Serica Energy ESG Report, Welcome page 3		

APPENDIX 4 - GRI CORE INDEX

GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016	Ethics and integrity		
	102-16 Values, principles, standards, and norms of behaviour	This is described in the Corporate Governance and Financial Report sections of Serica Energy's Annual Report and Accounts 2019 (pages 26-74) Detail is provided in the Serica Energy Code of Business Conduct .	
	Governance		
	102-18 Governance structure	A description of the Corporate Governance structure of the organisation can be found in the Corporate Governance Statement of the 2019 Annual Report and Accounts, page 40	
	Stakeholder engagement		
	102-40 List of stakeholder groups	This is described in the Serica Energy 2019 ESG Report under the Materiality Section, page 6	
	102-41 Collective bargaining agreements	There are currently no collective bargaining agreements in place for the Serica workforce	
	102-42 Identifying and selecting stakeholders	This is described in the Serica Energy 2019 ESG Report under the Materiality Section, page 6	
	102-43 Approach to stakeholder engagement	This is described in the Serica Energy 2019 ESG Report under the Materiality Section, page 6	
	102-44 Key topics and concerns raised	This is described in the Serica Energy 2019 ESG Report under the Materiality Section, page 7	
	Reporting practice		
	102-45 Entities included in the consolidated financial statements	The entities included are described in the 2019 Serica Energy Annual Report and Accounts (pages 61-74)	
	102-46 Defining report content and topic Boundaries	Serica has detailed its approach to determining which topics are material in the ESG Report Materiality Assessment, pages 8 to 10. For each material topic, the management approach is detailed and linked in either this document or to our published, public reports	
	102-47 List of material topics	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	102-48 Restatements of information	There have been no previous reports prior to this one so no data is required to be restated Data is presented in the Serica Energy 2019 ESG Report in Appendix 2 of Serica's Data Book, pages 43 and 44	
	102-49 Changes in reporting	None to report as this is the first year of GRI Reporting	
	102-50 Reporting period	The reporting period will be January to December	
	102-51 Date of most recent report	23rd April 2020	
	102-52 Reporting cycle	The reporting cycle is annual	
	102-53 Contact point for questions regarding the report	The contact point for questions regarding this report will be oliver.lever@serica-energy.com	
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option		
102-55 GRI content index	This document is published on the Serica Energy plc website		
102-56 External assurance	External assurance of the Serica Energy Annual Report and Accounts is provided by our auditors on an annual basis There is currently no external assurance of the ESG Report		

APPENDIX 4 - GRI CORE INDEX

Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
200 series (Economic topics)			
Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	This is described in the Corporate Governance and Financial Report section of the 2019 Serica Energy Annual Report and Accounts (pages 26-60)	No omission
	103-3 Evaluation of the management approach	This is described in the Corporate Governance and Independent Auditors sections of the 2019 Serica Energy Annual Report and Accounts (pages 26-69)	No omission
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	As a Public Limited Company, Serica Energy is required to disclose financial information in line with the requirements of the London Stock Exchange. The Serica Energy Annual Report and Accounts 2019 provides the information required to align with the aspects of GRI 201: Economic Performance 2016 deemed material to the organisation. The requirement to report economic value generated and distributed at a country, regional or market level is not significant as all of Serica Energy's operations are currently undertaken in the UK. The Namibia business does not justify reporting on this level as it is not deemed to be significant due to the very limited size and financial value of the entity.	
	201-2 Financial implications and other risks and opportunities due to climate change	Serica has estimated the financial implications of responding to climate change by producing a cost associated with the following: <ul style="list-style-type: none"> Producing and acquiring emissions and environmental permits Time spent by personnel working on climate-related issues Participating in industry initiatives related to climate change Energy efficiency and benchmarking commitments Our ESG activities In 2019 the total for these costs is estimated to be £300,000	
	201-3 Defined benefit plan obligations and other retirement plans	Do not report - Not material	
	201-4 Financial assistance received from government	Do not report - Not material	
Market Presence			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	No omission
	103-3 Evaluation of the management approach	Do not report - Not material	No omission
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Do not report - Not material	
	202-2 Proportion of senior management hired from the local community	Do not report - Not material	No omission
Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	This is described in the Corporate Governance and Financial Report sections of the 2019 Serica Energy Annual Report and Accounts (pages 26-60) Detail is provided in the Serica Energy Code of Business Conduct	No omission
	103-3 Evaluation of the management approach	This is described in the Corporate Governance and Independent Auditors sections of the 2019 Serica Energy Annual Report and Accounts (pages 26-60)	No omission

APPENDIX 4 - GRI CORE INDEX

Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
200 series (Economic topics)			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Do not report - Not material	
	203-2 Significant indirect economic impacts	This is described in the Serica Energy 2019 ESG Report under the Decent Work & Economic Growth Section, pages 30 and 31	
Procurement Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	This is described in the Corporate Governance and Financial Report sections of the 2019 Serica Energy Annual Report and Accounts (pages 26-60) Detail is provided in the Serica Energy Code of Business Conduct	No omission
	103-3 Evaluation of the management approach	This is described in the Serica Energy 2019 ESG Report under the Decent Work and Economic Growth Section, pages 30 and 31	No omission
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	In 2019 Serica's local spend amounted to 96.49% of it's total spend. Local suppliers are classified as those within the UK	
Procurement Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	This is described in the Corporate Governance and Financial Report sections of the 2019 Serica Energy Annual Report and Accounts (pages 26-60) Detail is provided in the Serica Energy Code of Business Conduct	No omission
	103-3 Evaluation of the management approach	This is described in the Serica Energy 2019 ESG Report under the Decent Work and Economic Growth Section, pages 30 and 31	No omission
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	This is described in the Serica Energy 2019 ESG Report under the Decent Work and Economic Growth Section, pages 30 and 31	
Anti-Corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	This is described in the Corporate Governance and Financial Report sections of the 2019 Serica Energy Annual Report and Accounts (pages 26-60) Detail is provided in the Serica Energy Code of Business Conduct This is also described in Serica Energy's Anti-Bribery and Corruption Policy	No omission
	103-3 Evaluation of the management approach	The Anti-Bribery and Corruption Policy is owned by the Board of Directors and is regularly reviewed and updated as required	No omission

APPENDIX 4 - GRI CORE INDEX

Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
200 series (Economic topics)			
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Risks related to corruption are assessed by Serica Energy as described in the Corporate Governance section of the 2019 Annual Report and Accounts. As such, Serica considers all its operational activities to have been assessed for risks related to corruption. Given the controls and oversight in place through the PLC board, Corporate Governance commitments and management systems, Serica does not consider there to be a significant risk of corruption in its current operations	
	205-2 Communication and training about anti-corruption policies and procedures	All six members representing 100% of Serica Energy's Board of Directors have had the Anti-Bribery and Corruption policy communicated to them. Similarly, 139, representing 94% of Serica Energy's employees had conducted the Company's Business Code of Conduct e-learning training which includes modules on Anti-Bribery and Corruption policy by the close of 2019. Business Code of Conduct training is a mandatory requirement for those joining the Company. Those who had not completed the training at the close of 2019 will be scheduled to do so. All business partners, contractors and vendors are required as part of their contractual Terms and Conditions to comply with Serica's Anti-Bribery and Corruption Programme as if it applied <i>mutatis mutandis</i> to the contractor	
	205-3 Confirmed incidents of corruption and actions taken	There have been no reported or confirmed instances of corruption in Serica Energy plc	
Anti-Competitive Behaviour			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	This is described in the Corporate Governance and Financial Report sections of the 2019 Serica Energy Annual Report and Accounts (pages 26-60) Serica's contractor assessment and management process complies with all European and UK legislative requirements relating to non-competitive behaviour and worker rights. Serica aligns with Oil and Gas UK and FPAL industry contractor assessment and selection initiatives	No omission
	103-3 Evaluation of the management approach	The Code of Business Conduct is covered by the Serica document management control process and is reviewed and updated on a routine basis or in line with organisational changes and developments	No omission
GRI 206: Anti-Competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There are no legal actions pending and none have been completed during 2019 relating to anti-competitive behaviour or violations of anti-trust and monopoly legislation	

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
300 series (Environmental topics)			
Materials			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Do not report - Not material	
	301-2 Recycled input materials used	Do not report - Not material	
	301-3 Reclaimed products and their packaging materials	Do not report - Not material	
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	This is described in the Serica Energy 2019 ESG Report under the Responsible Production and Consumption Section, page 18	No omission
	103-3 Evaluation of the management approach	This is described in the Serica Energy 2019 ESG Report under the Climate Action Section, pages 14 to 16	No omission
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	<p>Energy is consumed by the organisation in its offices onshore and on its offshore installations. Onshore energy is provided to the buildings and associated facilities by the local municipal supplier. In 2019 an estimated £1,200 was spent on electricity supply for Serica's main offices in London and Aberdeen. This equates to approximately 8,571 Kw/h</p> <p>Offshore, fuel gas is predominantly utilised to produce energy to support production, compression and life support systems. This gas use is metered, reported and energy use calculated. For 2019 the energy use from fuel gas offshore was 3,366 TJ</p> <p>Energy use from fuel gas is tracked in accordance with the statutory requirements of the EU ETS</p>	
	302-2 Energy consumption outside of the organisation	Do not report - Not material	
	302-3 Energy intensity	Do not report - Not material	
	302-4 Reduction of energy consumption	This is described in the Serica Energy 2019 ESG Report under the Responsible Consumption & Production Section, page 18	
	302-5 Reductions in energy requirements of products and services	Do not report - Not material	
Water and Effluents			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
300 series (Environmental topics)			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Do not report - Not material	
	303-2 Management of water discharge-related impacts	Do not report - Not material	
	303-3 Water withdrawal	Do not report - Not material	
	303-4 Water discharge	Do not report - Not material	
	303-5 Water consumption	Do not report - Not material	
Biodiversity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	This is described in the Serica Energy 2019 ESG Report under the Responsible Consumption & Production Section, page 18	No omission
	103-3 Evaluation of the management approach	All activities likely to result in an environmental impact require regulatory approval. Serica is bound by UKCS legislation and its licensing, permitting and consenting requirements. Serica's environmental performance is audited annually by OPRED to ensure compliance with these regulations. This process includes the survey of the physical and ecological environment in which we operate and the mitigation of impacts at individual and species levels to ensure impacts to local and regional biodiversity are reduced to ALARP	No omission
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Do not report - Not material	
	304-2 Significant impacts of activities, products, and services on biodiversity	Do not report - Not material	
	304-3 Habitats protected or restored	Do not report - Not material	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	A key component of the UKCS licensing, consenting and permitting process is the EIA process. Impacts are examined in EIA's accompanying permit and license applications. Serica operates in full compliance with these requirements and all information on IUCN Red List species with the potential to be impacted by Serica operations is available within these reports	
Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	Serica has procedures and processes for managing the approach to emissions in the OMS. These management system documents cover all aspects of emissions from the reduction of emissions through to the monitoring, calculation and reporting of emissions	No omission
	103-3 Evaluation of the management approach	Evaluation of this approach is established through periodic review of the OMS as well as internal audit and assurance activities. Management of compliance is tracked through returns and reports to EEMS and ETSWAP, these reports and returns are verified through regulator inspection. This is described in the ESG Report - Climate Action, Section, pages 14 to 16	No omission

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
300 series (Environmental topics)			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Data is presented in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, pages 43 and 44	
	305-2 Energy indirect (Scope 2) GHG emissions	Do not report - Not material	
	305-3 Other indirect (Scope 3) GHG emissions	Do not report - Not material	
	305-4 GHG emissions intensity	Do not report - Not material	
	305-5 Reduction of GHG emissions	Do not report - Not material	
	305-6 Emissions of ozone-depleting substances (ODS)	Do not report - Not material	
	305-7 Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	Do not report - Not material	
Effluents and Waste			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	Waste management is controlled by processes described in the OMS by competent in-house specialists who ensure that all applicable environmental regulations and industry requirements are understood and that organisational knowledge is up to date. Where applicable, they are supported by specialist consultancies. Waste management activities comply with all applicable legislation	No omission
	103-3 Evaluation of the management approach	This approach is evaluated through periodic review of the OMS and verification of the environmental elements to the principles of ISO 14001. In addition, Serica is subject to regular inspections and assurance activities by OPRED, the offshore environmental regulator.	No omission
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	Data is presented in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, pages 43 and 44	
	306-2 Waste by type and disposal method	Data is presented in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, pages 43 and 44	
	306-3 Significant spills	Data is presented in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, pages 43 and 44	
	306-4 Transport of hazardous waste	Do not report - Not material	
	306-5 Water bodies affected by water discharges and/or runoff	Do not report - Not material	
Environmental Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	This is described in the Serica Energy 2019 ESG Report under the Life Below Water Section, pages 23 and 24 Environmental compliance is managed via the OMS by competent in-house specialists and advisors who ensure that all applicable environmental regulations and industry requirements are understood and that organisational knowledge is up to date. Where applicable, they are supported by specialist consultancies	No omission

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
300 series (Environmental topics)			
	103-3 Evaluation of the management approach	This approach is evaluated through periodic review of the OMS and verification of the environmental elements to the principles of ISO 14001. In addition, Serica is subject to regular inspections and assurance activities by BEIS, the offshore environmental regulator	No omission
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	This is presented in the ESG Report - Climate Action, pages 14 to 16 (EU ETS, Vent Consent and Flare Consent non-compliances) and ESG Report Life Below Water (PON1s), pages 23 and 24	
Supplier Environmental Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Do not report - Not material	
	308-2 Negative environmental impacts in the supply chain and actions taken	Do not report - Not material	

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
400 series (Social topics)			
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	This is described in the Serica Energy 2019 ESG Report under the Decent Work & Economic Growth section, pages 30 and 31	No omission
	103-3 Evaluation of the management approach	The employment related policies and procedures are reviewed and updated regularly. This ensures full, ongoing compliance with UK and European employment law	No omission
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	22 new employees were hired in 2019 in the UK region. This represents a rate of 14% Nine employees left during the same reporting period, representing a rate of 6%	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Do not report - Not material	
	401-3 Parental leave	All male and female employees (148 total, 14 female) are entitled to parental leave. During the reporting period, 0 females and 11 males took either unpaid parental leave or paid paternity leave. All employees returned to work in the reporting period after parental leave ended. This will be continually monitored to determine the total number of employees returning to work after parental leave who are still employed 12 months later, by gender. Current return to work retention rates based on operational data to date is therefore 100%	
Labour/Management Relations			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Do not report - Not material	
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	Serica's commitment to the prioritisation of Occupational Health and Safety is provided in the Serica Corporate and Social Responsibility Section of the 2019 Annual Report and Accounts (page 57) The approach to the management of occupational health and safety is also described in Appendix 1 of the ESG Report, How we Manage our Operations, page 42. In addition, the Decent Work & Economic Growth Section (pages 30 and 31) also contains information relating to the management of Occupational Health and Safety	No omission

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
400 series (Social topics)			
	103-3 Evaluation of the management approach	<p>OMS documents are reviewed and updated in accordance with the review cycle of each specific document, these can vary depending on the type and nature of the document. Documents will also be updated out of cycle as and when operational changes dictate. There is a statutory requirement to ensure that occupational health and safety management is owned at the highest level of the organisation, and to that end the CEO signs off on all occupational health and safety policies.</p> <p>The application and effectiveness of the OMS is reviewed during the annual management review. Occupational health and safety management is demonstrably owned at the highest level of the organisation by the CEO's signature and ownership of the HSEQ Policy.</p> <p>Reporting and data on occupational health and safety is reviewed by the Board and targets are set annually</p> <p>Audit and assurance of the OMS is undertaken both internally and externally by the Health and Safety Executive</p>	No omission
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<p>The Serica Occupational Health Management System consists of a series of policy, procedure and practice documents some of which are listed below:</p> <ul style="list-style-type: none"> • Noise Risk Management - SER-UK-PRA-3.4-1001 • Health Surveillance -SER-UK-PRO-3.4-1002 • Fitness to Work Procedure - SER-UK-PRO-3.4-1001 • Fatigue Management - SER-UK-PRO-3.4-1006 • Radiation Policy - SER-UK-POL-3.4-1002 • Process for Managing Asbestos Containing Materials - SER-UK-3.4-0002 • Manual Handling Operations - SER-UK-PRO-3.4-1009 • Potable Water Quality and Legionella Risk Management - SER-UK-PRO-3.4-1003 	
	403-2 Hazard identification, risk assessment, and incident investigation	<p>Occupational Health and Safety Risk is managed in accordance with the Serica Risk Management Policy - SEUK-POL-3.1-001. The policy is supported by a number of procedures which describe specific risk management processes such as HAZOP, HAZID, LOPA, Control of Work etc. Reporting and investigation procedures are also mentioned in Our OMS, Appendix One, on page 42 of this report. There are two separate procedures within the Serica OMS, these procedures are as follows:</p> <ul style="list-style-type: none"> • Incident Reporting Procedure SEUK-PRO-4.4-003 • Incident Investigation Procedure SEUK-PRO-4.4-0001 	
	403-3 Occupational health services	<p>Serica provides 24-hour medical cover for its offshore installations via the provision of qualified medics. Personnel requiring medical attention can be treated and triaged offshore and, if required, dedicated helicopter transfer can be arranged to medivac them to a suitable onshore facility. Serica provides this support to all personnel working on our offshore assets regardless of whether they are staff or contractors</p> <p>All staff are automatically enrolled in a Private Medical Insurance scheme on joining the Company. Continued membership is then discretionary on the part of individual staff members. Serica covers the cost for the employee. Employees can then choose to add family members to the policy via salary exchange at a competitive rate</p> <p>All staff joining Serica are entitled to a free BUPA health check up, this is on top of a placement assessment for employees based onshore. Those working offshore all undergo a mandatory Offshore Medical as outlined in our Serica Fitness to Work Procedure SER-UK-PRO-3.4-1001</p>	

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
400 series (Social topics)			
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Serica complies with the Offshore Installations (Safety Representatives and Safety Committees) Regulations 1989</p> <p>In addition, Serica operates a behavioural based safety system on all offshore installations which enables any personnel to raise concerns or observations, both positive and negative, relating to health, safety and environmental performance</p> <p>Serica has an HSE Sub Committee which consists of the CEO, VP Ops and non executive directors</p> <p>The Aberdeen office holds regular HSEQ meetings to ensure onshore staff are engaged in our HSEQ efforts</p>	
	403-5 Worker training on occupational health and safety	Safety training has been identified for key offshore and onshore positions and is implemented and tracked as part of our OMS. Training plans are based on legal requirements, industry best practice and risk assessment	
	403-6 Promotion of worker health	Serica provides private medical insurance for all employees. In addition, we have mental health first aiders and promote monthly health campaigns. In 2020 we have signed up for RigRun, an industry based initiative which encourages personnel to participate in exercise through cross asset competition: http://www.rigrun.org/ Serica has also run a healthy eating campaign offshore in 2019 and ensures a balanced and nutritious diet is available in the Platform's galley	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Serica is a non-operating partner in a number of UKCS production operations. Through our Joint Venture relationships we ensure that occupational health and safety remains a formal agenda item and that performance is monitored and reported regularly. Serica has influence within all our partners and can raise concerns relating to health and safety both within these relationships and externally with the appropriate regulator if required	
	403-8 Workers covered by an occupational health and safety management system	All Serica employees onshore and offshore are covered under the Serica Occupational Health and Safety Policy	
	403-9 Work-related injuries	In 2019, 26 work-related injuries were recorded. Of these injuries two were non reportable and four required no treatment. Thirteen were first aid cases, three resulted in days away from work, three were restricted work injuries, and one was a reportable medical treatment injury	
	403-10 Work-related ill health	There were no instances of work-related ill health in Serica Energy in 2019	
Training and Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	The Serica TMS (Training Management System) is provided for managing training courses and certifications. All employees have a training matrix assigned to their role and TMS monitors their compliance with that training matrix. TMS sends reminders of courses that are expiring and employees are able to book their courses via the application	No omission
	103-3 Evaluation of the management approach	Serica have a Training and Development policy and Further Education policy which are located in BMS. There is a Competency Architecture policy and Staff Competence Assurance procedure located in OMS. The policies and procedures are reviewed and updated on a regular basis. These documents ensure full, ongoing compliance with UK and European Employment law. Information is provided in Section 7 - Decent Work and Economic Growth of the ESG Report (pages 30 and 31)	No omission

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
400 series (Social topics)			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Do not report - Not material	
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Do not report - Not material	
	404-3 Percentage of employees receiving regular performance and career development reviews	Serica has a formal employee appraisal system which encompasses the setting of career development objectives. These objectives are agreed with the employee by their Line Manager at the start of the year, reviewed mid-year and assessed at the end of the year to determine the progress made. This process is independently verified out-with the reporting line to ensure it is applied consistently across the organisation. 100% of employees receive an annual appraisal	
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	This is described in the Serica Energy 2019 ESG Report under the Materiality Assessment Section (GRI Materiality Table, pages 8 to 10)	
	103-2 The management approach and its components	Serica's approach to the management of Diversity and Equal Opportunity is described in the 2019 Serica Energy Annual Report and Accounts (page 57) The Equal Opportunities and Dignity at Work Policy (SEPLC-BMS-HR-POL-0002) describes how Serica is committed to Diversity and Equal Opportunity across its operations	No omission
	103-3 Evaluation of the management approach	The Board oversees the Equal Opportunities and Dignity at Work Policy and ensures it is applied consistently and fairly	No omission
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board of Directors (Governance Body) - 100% male, 0% female; 0% under 30, 0% 30-50, 100% over 50. 2020 Board of Directors 86% male, 14% female Employees - 91% male, 9% female; 11% under 30, 67% 30-50, 22% over 50	
	405-2 Ratio of basic salary and remuneration of women to men	Do not report - Not material	
Non-discrimination			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Do not report - Not material	
Freedom of Association and Collective Bargaining			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Do not report - Not material	
Child Labour			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
400 series (Social topics)			
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Do not report - Not material	
Forced or Compulsory Labour			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Do not report - Not material	
Security Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Do not report - Not material	
Rights of Indigenous Peoples			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Do not report - Not material	
Human Rights Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Do not report - Not material	
	412-2 Employee training on human rights policies or procedures	Do not report - Not material	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Do not report - Not material	

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
400 series (Social topics)			
Local Communities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	Do not report - Not material	
	413-2 Operations with significant actual and potential negative impacts on local communities	Do not report - Not material	
Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Do not report - Not material	
	414-2 Negative social impacts in the supply chain and actions taken	Do not report - Not material	
Public Policy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 415: Public Policy 2016	415-1 Political contributions	Do not report - Not material	
Customer Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Do not report - Not material	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Do not report - Not material	

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
400 series (Social topics)			
Marketing and Labelling			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	Do not report - Not material	
	417-2 Incidents of non-compliance concerning product and service information and labelling	Do not report - Not material	
	417-3 Incidents of non-compliance concerning marketing communications	Do not report - Not material	
Customer Privacy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Do not report - Not material	
Socioeconomic Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Do not report - Not material	
	103-2 The management approach and its components	Do not report - Not material	
	103-3 Evaluation of the management approach	Do not report - Not material	
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Do not report - Not material	

APPENDIX 5 - SASB: OIL AND GAS EXPLORATION AND PRODUCTION STANDARD

This document provides information as to the alignment of Serica Energy's disclosures with the Sustainability Accounting Standards Board (SASB) Oil & Gas Exploration and Production Standard (Version 2018-10). The information herein is associated with the 2019 calendar year.

As we indicate in our 2019 ESG Report, as a new North Sea production operator, Serica recognises the need to comply with the high operational standards demanded of our industry. It is important to us to ensure that those standards are also attained in managing the footprint of our business with the communities in which we operate, where possible, generating benefit for our stakeholders and the communities close to us, which our business has the potential to positively and negatively impact upon. We have chosen to align our disclosure with SASB as SASB's due process has been developed to produce standards for information that are material and decision-useful for our investors, and our stakeholders.

Code	Accounting Metric	Location/Information
Sustainability Disclosure Topics & Accounting Metrics		
Greenhouse Gas Emissions		
EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	<p>Serica's gross global Scope 1 greenhouse gas (GHG) emissions (including the relevant GHGs covered under the Kyoto Protocol) data in metric tonnes are presented in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, page 43. This includes carbon dioxide, 241,503.41 metric tonnes and methane, 191 metric tonnes (or 4,775 metric tonnes carbon dioxide equivalent). The percentage of methane emissions is 1.98%.</p> <p>Serica is part of the EU Emissions Trading Scheme (EU-ETS) an emissions-limiting regulation which relies on the methodology of The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. As a member of the scheme, Serica calculates its CO2 emissions from the use of fuel gas, diesel, propane and its flaring activities. In 2019, Serica utilised 95% of its CO2 allocation, leaving a surplus of approximately 10,000 tonnes of CO2 allocation. In line with EU-ETS Phase III, our CO2 allocation for 2020 will reduce by a further 2.1%. EU-ETS Phase IV, which begins in 2021, applies more stringent CO2 allowances on NACE Code 0620* operators such as Serica, allowing only 30% of our benchmarked allocation from 2021, reducing to 0% by 2030. Page 15 of the Serica Energy 2019 ESG Report provides further detail as to reduction allocations</p>
EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	<p>The amount of direct, Scope 1, GHG emissions from flared hydrocarbons is 10,309 metric tonnes, as provided in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, page 43. As detailed on pages 15 and 16 of the 2019 ESG Report, excessive flaring during normal operations or platform mode changes neither makes environmental nor economic sense and can cost the Company hundreds of thousands of pounds per annum.</p> <p>The Bruce platform has a Vent Consent from the UK Oil and Gas Authority for 2.064 metric tonnes per day. Fugitive emissions are calculated annually. In 2019, reported fugitive emissions totalled 1.54 metric tonnes of carbon dioxide (CO2), 9.30 metric tonnes of methane (CH4) and 1.96 metric tonnes of volatile organic compounds (VOCs).</p>

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Code	Accounting Metric	Location/Information
Sustainability Disclosure Topics & Accounting Metrics		
EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<p>As indicated in topic EM-EP-110a.1, all of Serica's currently operated assets are part of the permitting and regulatory requirements of the European Emissions Trading Scheme. This scheme is aligned with the Greenhouse Gas Protocol in terms of calculation and reporting of emissions.</p> <p>In addition, emissions associated with offshore operations in the United Kingdom Continental Shelf or UKCS are regulated by the UK Regulator, the Offshore Petroleum Regulator for Environment and Decommissioning (OPRED) which forms part of the Department for Business, Energy & Industrial Strategy (BEIS) and the UK Oil and Gas Authority (OGA). The permit conditions issued by these regulatory bodies set the emission thresholds to which Serica operates. Permits directly address emissions sources from combustion equipment and not vented or fugitive emissions. Non-compliance with permit conditions can result in fines, improvement and prohibition action and, in the worst case, suspension of production from the platform.</p> <p>In 2019 Serica reviewed emissions management at the newly procured Bruce Facility and established an internal Emissions Reduction Group to look at all aspects of our business in an attempt to reduce our emissions. Focus areas include reducing the emissions from our open cycle gas turbines, reducing flaring volumes, reducing the use of diesel generation, reducing supply chain emissions and identifying and reducing methane emissions.</p> <p>A further discussion and analysis of Serica Energy's long term and short term strategy to manage Scope 1 emissions is available on pages 14-16 of the Serica Energy 2019 ESG Report, as well as pages 14 and 15 of the Serica Energy 2019 Annual Report.</p>
Air Quality		
EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	<p>NOx and VOCs data are presented in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, pages 43 and includes: Total NOx 554.90 metric tonnes; and, Total VOCs metric 4.72 tonnes.</p> <p>Sulphur Oxides and Particulate Matter data are not included as they are not considered to be material to Serica's offshore operations.</p>
Water Management		
EM-EP-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<p>Seawater is used at the Bruce Facility to aid the reinjection of oil in produced water. Fresh water consumed on the platform is predominantly desalinated. Fresh water at our facilities is generated onboard and is used for washing, cooking and other domestic purposes. The amount of imported potable water used is minimal, and therefore it is not deemed material.</p> <p>Utilising the World Resource Institute's (WRI) Water Risk Atlas tool, Aqueduct, Serica Energy does not operate in a region of High or Extremely High Baseline Water Stress.</p>
EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	<p>During 2019, 93,629m3 of produced water was generated during production operations on the Bruce platform. 51,238 m3 of this produced water was discharged overboard with an average concentration of 10.33 mg/l, this resulted in 0.529 tonnes of oil being discharged overboard to the marine environment. 42,391 m3 of produced water was reinjected into the reservoir at an average concentration of 68.85 mg/l resulting in 2.92 tonnes of oil being reinjected. Serica does not generate flowback fluid as part of its operations.</p> <p>Data relating to produced water are also presented in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, page 43 as well as in the Produced Water section, page 23.</p>
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	<p>Serica does not use hydraulic fracturing in its operations. Serica will occasionally use stimulation to support production, however no sites utilised this process in 2019.</p>
EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	<p>As detailed in EM-EP-140a.3, Serica does not use hydraulic fracturing in its operations. Serica will occasionally use stimulation to support production, however no sites utilised this process in 2019. Serica meets all regulatory requirements and seeks to limit risks to water quality.</p> <p>More information is available in the Serica Energy 2019 ESG Report in the section Life Below Water, pages 22 and 23.</p>

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Code	Accounting Metric	Location/Information
Sustainability Disclosure Topics & Accounting Metrics		
Biodiversity Impacts		
EM-EP-160a.1	Description of environmental management policies and practices for active sites	<p>A discussion and analysis of Serica's environmental management plans across the lifecycle of operations is available in the Serica Energy 2019 ESG Report in the section Life Below Water, pages 22 and 23.</p> <p>Serica Energy has developed policies and practices which are aligned with UK legislation as well as the environmental elements of ISO 14001 principles. Some of these elements are part of the International Finance Corporations (IFC) Performance Standards on Environmental and Social Sustainability, including Performance Standards 1, 3, 4 and 6. In 2019 the Serica Environmental Management was subject to, and attested by, an independent verification by Lloyd's Register in accordance with OSPAR Recommendation 2003/5</p>
EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	<p>Number and volume data is presented in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, page 43. Additional information is available in the section, Life Below Water, on page 24 of this report.</p> <p>None of Serica's facilities are located in the Arctic, or north of the Arctic Circle.</p>
EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	All of Serica's proved and probable reserves are in marine environments. As a required part of site planning, Serica completes an environmental assessment process which includes an evaluation of IUCN Red List species. Information is available in the section, Life Below Water, on page 24 of the Serica Energy 2019 ESG Report.
Security, Human Rights & Rights of Indigenous Peoples		
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Serica currently has reserves in the UK and prospective resources in Namibia. None of Serica's net proved or probable reserves are in or near areas of active conflict.
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Serica currently has reserves in the UK and prospective resources in Namibia. All of Serica's proved or probable reserves are offshore and not in areas considered to be indigenous land.
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	<p>A discussion and analysis of engagement processes and due diligence practices with respect to human rights is presented in the section, Peace, Justice & Strong Institutions, page 36-37 of Serica's 2019 ESG Report. In addition, Serica's 2019 Annual Report also emphasises the promotion of a corporate culture that is based on ethical values and behaviours (page 41). This is part of Serica's alignment with the Quoted Companies Alliance Corporate Governance Code 2018.</p> <p>As indicated in topics EM-EP-210a.2 and EM-EP-210a.1, Serica does not have operations or reserves in indigenous or conflict areas.</p> <p>Serica has developed a comprehensive Business Management System (BMS) which includes codes, policies and procedures to work fairly and transparently as well as meet all laws and regulations.</p> <p>As part of this, Serica's Code of Conduct sets out behaviours expected from employees, contractors and third parties who act on Serica's behalf to meet all legal requirements and work to the highest ethical standards. This Code of Conduct is applicable across the lifecycle of Serica's projects, including planning, operation and decommissioning.</p> <p>Serica complies with the Modern Slavery Act (2015) including implementation of contract clauses, staff training and the right to audit contractors and suppliers to verify compliance. An anti-bribery and corruption policy (please also see topic EM-EP-510a.2) that outlines its zero-tolerance approach to bribery and corruption as well as a whistleblowing procedure for all employees, consultants, contractors or other interested parties are also part of how Serica does business.</p>

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Code	Accounting Metric	Location/Information
Sustainability Disclosure Topics & Accounting Metrics		
Community Relations		
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	<p>Serica values the importance of supporting and working in collaboration with the communities in which we operate.</p> <p>A discussion and analysis of the processes, procedures, and practices to manage risks and opportunities associated with the rights and interests of communities is described in both Serica's 2019 Annual Report as well as the 2019 ESG Report. In the Annual Report, information is presented in the Corporate Governance section, including pages 8, 13, 15 and 55. In the ESG Report, details are provided on pages 6 and 33.</p> <p>As a new North Sea production operator, Serica recognises the need to comply with the high operational and governance standards demanded of our industry. It is important to Serica to ensure that those standards are also upheld when managing the footprint of the business within the communities in which we operate. Serica strives, where possible, to generate benefit for our stakeholders and the communities which our business has the potential to positively and negatively impact upon.</p> <p>As per topic EM-EP-210a.3, Serica has a number of engagement processes and due diligence practices for working with stakeholders, including communities. Serica has developed a comprehensive Business Management System (BMS) which includes codes, policies and procedures to work fairly and transparently as well as meet all laws and regulations. All Serica's actively operated assets are currently in the UK, however there are plans to develop international operations in the future.</p>
EM-EP-210b.2	Number and duration of non-technical delays	Serica has had no site shutdowns or project delays due to non-technical factors whether through regulatory non-conformance, regulator prohibition or stakeholder challenge or protest.
Workforce Health & Safety		
EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	<p>TRIR/TRIF data is presented in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, page 44.</p> <p>The near miss frequency rate (NMFR) is:</p> <ul style="list-style-type: none"> • 30.6 per 200000 manhours • 153.4 per million manhours <p>Serica's fatality rate is zero or none (0).</p> <p>Health, safety and emergency response training for employees, contractors and short-service employees is required as a condition of working with Serica. The scope and detail of training is dependent on the role and will be determined by regulatory requirements, the risk associated with the role and the specifics of the work to be undertaken. For example, Serica's offshore workforce will have different requirements than onshore and office teams. Serica's Training Committee meets monthly and each Serica employee has a training matrix assigned to their role. Serica Energy 2019 ESG Report also highlights the Training Courses and E-Learning Modules available on page 45.</p>
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	<p>Serica's goal is to uphold and continuously improve the health, safety and environmental (HSE) performance exemplified on the Bruce platform complex and to extend this approach to any assets we may acquire in the future.</p> <p>Health and safety is a core requirement of the offshore oil and gas industry. Serica's offshore facilities and the onshore support network are of critical importance to our business and our stakeholders. Serica's commitment to the prioritisation of Occupational Health and Safety is provided in the Serica Corporate and Social Responsibility Section of the 2019 Annual Report (page 57).</p> <p>The approach to the management of occupational health and safety is also described in Appendix 1 of the ESG Report, How we Manage our Operations, page 42.</p> <p>A culture of safety is encouraged throughout the organisation with responsible personnel designated at all appropriate levels. This is further detailed in the Decent Work & Economic Growth Section, pages 30 and 31, of the ESG Report.</p>

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Code	Accounting Metric	Location/Information
Sustainability Disclosure Topics & Accounting Metrics		
Reserves Valuation & Capital Expenditures		
EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	<p>Serica Energy's 2P Reserves are 62.3 mmoeb adjusted for 2019 production. As of 31 December 2019, Oil 2P Reserves were 14.8mmmbbl and 284.7bcf gas.</p> <p>Serica discloses its estimated hydrocarbon resources and reserves annually based on an independently prepared Competent Persons Report. The reported reserves are supported by an economic valuation which includes all the future costs of producing the relevant hydrocarbons. These costs include buying carbon credits under the EU ETS as necessary based on estimated emissions, the availability of free credits and the purchase price for additional credits. The estimates of Serica's current hydrocarbon reserves are largely insensitive to the anticipated cost of carbon as such cost forms a relatively small proportion of the total cost of production.</p>
EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	<p>Serica does not currently calculate the estimated CO2 emissions embedded in proved hydrocarbon reserves. The proposed SASB calculation method implies that all proved hydrocarbon reserves would be combusted and all CO2 emissions released to atmosphere, however this may or may not be case as Serica does not have a downstream business and sells its product immediately after processing. We do not currently have the means to manage the CO2 emissions in our products and as such cannot provide an estimate of emissions which are currently outwit our control to reduce or manage without coordinated industry, national and international collaboration.</p>
EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	<p>Serica Energy's current operational focus is offshore oil and gas projects. Serica currently has no revenue from renewable energy sales.</p> <p>Serica aligns its ambitions with that of the North Sea basin outlined in Oil and Gas UK's Road Map 2035. Road Map 2035 aims to achieve net zero carbon emissions from the North Sea Basin by 2050 through the development and adoption of low carbon solutions. As part of this, Oil and Gas UK explores the potential for renewable energy technologies to support efficient production and lower emissions.</p> <p>Serica is currently a member of the Oil & Gas Technology Centre, which explores the development of technologies to decarbonise offshore operations and the advancement of net zero initiatives, supporting the industry's Roadmap 2035.</p>
EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	<p>Serica's strategy is outlined in its 2019 annual report pages 10 to 24. In order to sustain profits during periods of low commodity prices, Serica focuses on improved efficiency and lower operating costs on its producing assets, without compromising HSE or environmental performance. When looking for exploration, acquisition and development opportunities, Serica runs detailed economic models at a range of commodity and carbon prices and applies geological, political and project risks. Serica sees gas as a key part of the UK North Sea energy transition and has chosen to invest in North Eigg exploration and Columbus development, which are predominantly gas. Serica has also exited regions that are not core to its strategy, see Ireland page 24 of 2019 annual report. Serica works with both its peers and industry bodies (i.e. Oil and Gas UK) to ensure we are involved in discussions relating to any significant future regulatory changes that may impact our company strategy.</p>
Business Ethics & Transparency		
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	<p>Serica currently has reserves in the UK and prospective resources in Namibia and therefore has no (0%) reserves in countries that have the 20 lowest rankings in Transparency's International Corruption Perception Index.</p>

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Code	Accounting Metric	Location/Information
Sustainability Disclosure Topics & Accounting Metrics		
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	<p>In order to be recognised as a responsible and sustainable corporate citizen, it is important that Serica's business is legally compliant and transparent with respect to all forms of anti-competitive behaviour, particularly corruption and competition.</p> <p>Serica has developed a comprehensive Business Management System (BMS) which includes codes, policies and procedures to work fairly and transparently as well as meet all laws and regulations. As part of this, Serica's Code of Conduct sets out behaviours expected from employees, contractors and third parties who act on Serica's behalf to meet all legal requirements and work to the highest ethical standards. This Code of Conduct is applicable across the lifecycle of Serica's projects, including planning, operation and decommission.</p> <p>An anti-bribery and corruption policy (please also see topic EM-EP-210a.3) that outlines its zero-tolerance approach to bribery and corruption as well as a whistleblowing procedure for all employees, consultants, contractors or other interested parties are also part of how Serica does business.</p> <p>Further detail is available in the Corporate Governance and Financial Report sections of the 2019 Serica Energy Annual Report and Accounts (pages 26-60).</p>
Management of the Legal & Regulatory Environment		
EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	<p>Serica meets all regulatory requirements. As indicated in topics EM-EP-420a.4, Serica aligns with Oil and Gas UK's 2035 Roadmap, and is taking steps to explore net zero initiatives. All oil and gas operators have an important part to play in the drive towards a lower carbon economy and, through membership of Oil and Gas UK, Serica is committed to working towards a net zero carbon North Sea basin by 2050.</p> <p>Serica's Operating Management System (OMS) provides procedures for complying with all environmental legislation and regulation, including but not limited to the requirements of both our Pollution Prevention Control (PPC) permit and the requirements of the EU Emissions Trading Scheme (EU-ETS). As regulations change, the OMS is updated to ensure continuous compliance.</p> <p>A new position, Head of ESG and Business Innovation, held by Clara Altobell, was also created in 2019. This role will support the identification and implementation of environmental and social performance improvements and initiatives.</p>
Critical Incident Risk Management		
EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	<p>At Serica, health and safety is the highest priority. Empowering our people to be safe is key to how we do business; a safe operation is an efficient and productive operation. The Bruce facility has a Safety Case which has been accepted by the UK Health and Safety Executive. This Safety Case details the possible failure modes which could lead to a Process Safety Event and the mitigative engineering and human factors which are in place to prevent their occurrence. While all efforts are made to stop Process Safety Events (PSE), if an event does occur, our teams have the training and authority to act quickly and effectively.</p> <p>In accordance with the requirements of the OPPC Permit, Serica is required to report any event involving the unpermitted discharge of oil at sea, any event causing the escape or waste of petroleum or any release, discharge or incident where there may or has been a significant effect of pollution to the environment. Such occurrences are reported to OPRED within six hours of their identification in a Petroleum Operations Notification 1 (PON1) form.</p> <p>In 2019, twelve PON1s were raised as a result of the unintentional releases of hydrocarbons to sea. These releases were a result of minor leaks and seeps from the plant and operator or procedural errors and did not therefore constitute loss of primary containment. This is available in Serica's 2019 ESG Report, page 43.</p>

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Code	Accounting Metric	Location/Information
Sustainability Disclosure Topics & Accounting Metrics		
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	<p>Serica has a number of control systems within the Business Management System (BMS) to identify and mitigate catastrophic and tail-end risks. Serica is committed to identifying and controlling risks and impacts associated with its activities, particularly where the potential exists for major accidents. Serica has a Corporate Major Accident Prevention Policy (CMAPP) which is a regulatory requirement of UK operators as well as a Safety Case for the Bruce platform which has been accepted by the UK Health and Safety Executive.</p> <p>Occupational Health and Safety Risk is managed in accordance with the Serica Risk Management Policy. The Policy is supported by a number of procedures which describe specific risk management processes such as HAZOP, HAZID, LOPA and the Control of Work.</p> <p>Serica follows all regulatory requirements across the lifecycle of assets, as part of this Serica is a member of the Operator Co-Operative Emergency Services (OCES) which is the organisational framework under which O&G companies operating in the North Sea co-operate and have resources in the event of an emergency situation.</p> <p>Serica is also part of the Emergency Preparedness Offshore Liaison Group (EMPOL). As a member, Serica meets to discuss best practice, share learnings and identify areas for improvement.</p> <p>Considering the importance of safety and response management, there are many references throughout Serica's 2019 ESG Report, including: Responsible Consumption & Production, page 13; Contractor and Supplier Assurance, page 20; Partnerships to Achieve Goals, pages 38-39.</p>
Activity Metrics		
EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Production in 2019 averaged 30,000 boe/d. Oil production in 2019 was 1.3mmbbl and gas production was 49.1 bcf (page 25 of Serica's 2019 Annual Report). Further production information is detailed in Serica's 2019 Annual Report, pages 18 - 22.
EM-EP-000.B	Number of offshore sites	<p>Serica's main focus is on production and development in the UK North Sea, complemented by a portfolio of oil and gas exploration opportunities, including interests in offshore licence blocks in the UK North Sea and Namibia Basins.</p> <p>Serica's current offshore sites include:</p> <ul style="list-style-type: none"> • Serica is operator of and has a 98% interest in Bruce, a 100% interest in Keith and a 50% interest in Rhum • Serica has an 18% non-operated interest in the Erskine field
EM-EP-000.C	Number of terrestrial sites	Serica does not currently have any terrestrial sites.



48 George Street
London
W1U 7DY

H1 Building
Hill of Rubislaw
Anderson Drive
Aberdeen
AB15 6BY

44 (0) 1224 978400
info@serica-energy.com

serica-energy.com