

SERICA ENERGY: SLAVERY AND HUMAN TRAFFICKING STATEMENT

This slavery and human trafficking statement has been prepared by Serica Energy plc ("**Serica Energy**") on behalf of itself and its subsidiaries (including Serica Energy UK Limited). It relates to the financial year 2021 (ending 31 December 2021). It was approved by Serica Energy's Board of Directors on 24 February 2022.

This statement highlights the steps Serica Energy has taken during the 2021 financial year to ensure slavery and human trafficking is not taking place

- (i) in its supply chains; or
- (ii) in its own business.

ABOUT SERICA ENERGY

Serica Energy is a British-based independent upstream oil and gas company with operations centred on the UK North Sea where we have a full range of exploration, development and production assets.

More information can be found here: www.serica-energy.com

RISK ASSESMENT AND APPROACH

Serica Energy considers the risk of modern slavery and human trafficking taking place in its business and supply chains to be relatively low due to the jurisdictions and sector in which it operates. Nonetheless, Serica Energy does not tolerate modern slavery in its business; and expects its service providers, suppliers, vendors and business partners to maintain equally high standards in their respective organisations and supply chains.

SUPPLY CHAIN MANAGEMENT

1. Pre-contract checks

During 2021 Serica Energy used "FPAL" and "SEQual" in its operations procurement process for suppliers and contractors. These platforms are used extensively in the oil and gas sector to provide companies with assurance that there is no slavery or human trafficking in their supply chains. Serica Energy is transitioning to the sole use of SEQual to provide assessments covering Corporate and Social Responsibility and requiring each such potential supplier or contractor to confirm the measures taken to ensure there is no slavery or human trafficking in its organisation or supply chain. More information can be found here: <https://sequal.co.uk/>

2. Contract terms

Serica Energy's operational supply chain contract terms require high standards of business ethics, compliance with applicable laws, commitment to safeguarding health and safety and protection of the environment. Such terms also require that each such supplier (i) does not engage in or benefit from modern slavery, including slave labour and human trafficking, (ii) provides its personnel with adequate training and (iii) carries out checks on its supply chain to protect against modern slavery.

3. Audit

We have the contractual right to request an audit on each such supplier's policies, procedures and records to verify compliance with these contractual obligations.

INTERNAL GOVERNANCE

We have the following processes in place to safeguard against slavery and human trafficking in our own business.

1. Training

Serica Energy requires all staff (including direct contractors) to successfully complete compliance training, which covers anti-modern slavery, on a regular basis.

2. Whistleblowing Policy

Serica Energy encourages a "speak up" culture. In 2021 the Board signed off the Whistleblowing Policy which provides a mechanism for reporting, investigating and remedying wrongdoing. The company takes reports of wrongdoing extremely seriously, including any concerns related to slavery and human trafficking. Any such concerns will be listened to and, if necessary, promptly acted upon without fear of retaliation through an independent and confidential reporting service.

The Whistleblowing Policy can be found under the Corporate Governance section of our website: <https://www.serica-energy.com/governance>

3. Code of Business Conduct

Recognising the changing dynamics around the risk of modern slavery and human trafficking (and compliance matters generally), Serica Energy frequently reviews and (if necessary) updates its Code of Business Conduct, which contains provisions in respect of anti-slavery and human trafficking. All staff (including direct contractors) are required to follow our Code of Business Conduct.

ESG / UN COMMITMENT

Serica Energy has signed up to the UN Global Compact and is committed to its Ten Principles on human rights, labour, environment, and anti-corruption.

More information can be found here: https://ungc-production.s3.us-west-2.amazonaws.com/commitment_letters/140920/original/Serica_Energy_plc_UN_Global_Compact.pdf?1597676442 and here: <https://www.unglobalcompact.org/what-is-gc/mission/principles>.

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Serica Energy plc
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