

# 2021 GRI DISCLOSURES

**Statement of use**

Serica Energy has reported in accordance with the GRI Standards for the period 01/01/21 to 31/12/21

**GRI 1 used**

GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s)**

GRI 11: Oil and Gas Sector

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
<b>GENERAL DISCLOSURES</b>						
GRI 2: General Disclosures 2021	2-1 Organisational details	Serica Energy PLC is a Public Limited Company.  Serica Energy's headquarters are located in Aberdeen, Scotland.  Serica Energy operates within the boundaries of the United Kingdom.	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organisation's sustainability reporting	<a href="https://www.serica-energy.com/asset-portfolio">https://www.serica-energy.com/asset-portfolio</a>				
	2-3 Reporting period, frequency and contact point	The reporting period started on the 1st of January 2021 and ended on the 31st of December 2021.  The reporting cycle is annual and aligns with the financial reporting period.  The date of the most recently published report is 05/05/2022.  For any questions regarding this ESG report, please contact Johnny Pike at <a href="mailto:johnny.pike@serica-energy.com">johnny.pike@serica-energy.com</a> .				
	2-4 Restatements of information	There are no restatements of information and the scope for reporting in 2021 remains the same as 2020 across Serica's assets.				
	2-5 External assurance	External assurance of Serica's Annual Report and Accounts is provided by EY on an annual basis. External assurance is a key element of UK PLC Compliance and this is owned by Serica's Chief Financial Officer (CFO).  There is currently no external assurance on Serica's ESG report.				
	2-6 Activities, value chain and other business relationships	Serica Energy is active in the UK Energy Sector.  Information on Serica's Value chain can be found in the 2021 Annual Report and Accounts, <a href="#">page 4</a> .  More information on Serica's business relationships can be found on <a href="#">page 34</a> of the 2021 ESG report.  The successful development of the Columbus field has been considered as a significant change from the last reporting period, due to its capability to increase Serica's production. However, there have been no significant changes to Serica's supply chain activity.				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION	EXPLANATION	GRI SECTOR STANDARD REF. NO.
			OMITTED	REASON		
GRI 2: General Disclosures 2021	2-7 Employees	<p>In 2021, Serica had a total of 169 employees, comprising of 149 male and 20 female. Serica also had 17 core contractors comprising of 13 male and 4 female, all staff and core contractors are based in the UK.</p> <p>In 2021, Serica had a total of:                      169 permanent employees, comprising of 149 males and 20 females                      166 full-time employees, comprising of 148 males and 18 females                      3 part-time employees, comprising of 1 male and 2 females                      0 temporary employees, comprising of 0 male and 0 female                      0 non-guaranteed employees, comprising of 0 male and 0 female</p> <p>Data is collected from the Human Resources record of employees and direct contractors and is calculated on a head count basis of the number at the end of the reporting period.</p> <p>There were no significant fluctuations in the number of employees during and between reporting periods.</p>				
	2-8 Workers who are not employees	<p>In 2021, Serica had a total of 17 core contractors, 4 female and 13 male.</p> <p>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.</p>				
	2-9 Governance structure and composition	<p>Information on Governance structure and composition can be found in the 2021 Annual Report and Accounts, <a href="#">page 34</a>.</p>				
	2-10 Nomination and selection of the highest governance body	<p>The Nomination and Corporate Governance Committee is responsible for monitoring the overall effectiveness of the Board and the appointment of new directors, together with succession planning for the Board. The Nomination &amp; Corporate Governance Committee regularly monitors the requirements for succession planning and Board appointments to ensure that the Board is fit for purpose and keeps pace with the evolution of the Company. If assistance with recruitment is required by the Committee, this will be made available. Director and senior management appointments and the Company's succession planning are also evaluated on a regular basis with good corporate governance practice on diversity, experience and skills and the evolving needs of the Company.</p> <p>The Nomination &amp; Corporate Governance Committee is mindful of the Board's performance and composition together with the performance of individual Directors and senior management.</p> <p>As the Company continues to grow its asset base and to refresh the Board the Nomination and Corporate Governance Committee maintains oversight of the Company's requirements to ensure that the make-up of the Board is kept in line with the Company's needs and provides a mix of experience, skills, personal qualities and capabilities appropriate to the task. These include full consideration to maintain a healthy diversity where this is possible, including gender diversity. Serica's Equal Opportunities and Dignity at Work Policy (SEPLC-BMS-HR-POL-0002) also applies to this process.</p>				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	<p>At Serica Energy, the Chair of the highest governance body, the Board of Directors, is an Executive Chairman, meaning that they are not considered independent from the company. The reasons for this are highlighted in the 2021 Annual Report and Accounts, <a href="#">page 28</a>.</p> <p>All of Serica's employees, including the Executive Chairman and Chief Executive Officer are expected to comply with Serica's Code of Conduct and our policy on conflicts of interest. More details of our policies regarding conflicts of interests can be found on the Serica Energy website.</p> <p>In addition to compliance with our Code of Conduct, conflicts of interest are further prevented from occurring as conflicts of interests are a standing order item at the beginning of every Board meeting, in order to remind the Board of Directors, including the Executive Chairman to consider any conflicts of interest and declare any that have arisen.</p>				
	2-12 Role of the highest governance body in overseeing the management of impacts	<p>The Serica Board is directly accountable for the development, delivery and approval of all ESG and sustainable development related activities. The development of ESG initiatives and activities is the accountability of the VP ESG and Business Innovation who reports directly to the Chief Executive Officer.</p> <p>Serica's corporate risk process is led by the Board which maintains a register of significant corporate risks for review at each of its monthly meetings. Sustainability, ESG and climate related risks and mitigation of any associated impacts are considered in this process. As a public limited company, Serica engages with its shareholders through regular reporting and meetings. Statutory stakeholder engagement is undertaken through UK oil and gas legislative permitting and consenting processes.</p> <p>Serica's annual ESG report, in conjunction with its Annual Report and Financial Accounts communicates publicly and in detail the activities undertaken by the organisation to identify, manage and mitigate sustainability, ESG and climate related risk. A key focus of these reports is to communicate the effectiveness of applied mitigation measures and the demonstration of continuous improvement in identifying and managing impacts.</p>				
	2-13 Delegation of responsibility for managing impacts	<p>The Board delegates responsibility for the management of Serica's impact on the economy, environment and people through the senior management team and the departments of the organisation they are responsible for managing. All those with delegated responsibility are employees of Serica. The detail of this delegation through the appointment of Board committees and overview of the company structure can be found in the <a href="#">Corporate Governance Framework</a> section of the Annual Report and Accounts.</p>				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	<p>Serica's sustainability reports are produced by Serica's ESG Team and presented to our CEO and Board before issuing, they are given ample time to review and amend contents of the report accordingly. The sustainability report cannot be published without the consent of the CEO and Board, therefore the Board have ultimate responsibility for sustainability reporting and the process of defining and reporting material topics.</p> <p>The process of identifying and day to day management of material topics are delegated to the Senior Leadership Team, more specifically, the VP ESG and Business Innovation. The Board are notified when changes are made to material topics and are empowered to review and change these at anytime.</p>				
	2-15 Conflicts of interest	<p>Serica's personnel, including the Board of Directors, are required to disclose any direct or indirect interest in any of the Company's suppliers, customers or competitors which could conflict with the Company's best interests and to avoid any actual or potential conflicts of interest. Personnel are expected to act solely for the Company's benefit. It is also a standing order item at the beginning of every board meeting to remind the Board of Directors to consider any conflicts and declare any that may have arisen.</p> <p>In 2020, Serica began reporting Board Member over-boarding, and Board Independence to Stakeholders via Serica's ESG report, and updated information on these areas can be found on <a href="#">page 52</a> of Serica's 2021 ESG report.</p> <p>If the company was entering a transaction that was being disclosed to the market and one of the Board of Directors was conflicted in any way, this would be disclosed to stakeholders.</p>				
	2-16 Communication of critical concerns	<p>As per Serica Energy's Whistleblowing policy SEPLC-BMS-HR-POL-0035, Serica Energy utilise the externally operated grievance mechanism, SeeHearSpeakUp, which is a confidential and independent service, that provides people with 24/7 support via email, online or phone. Any concerns raised from this service are investigated internally and reported to the Board of Directors. There is currently no criteria of what constitutes a critical concern for Serica, this is due to the very low numbers of reports made through the service. In 2021, 0 reports were made using this service.</p> <p>Grievances can also be raised by anyone working at Serica through their Line Manger, these grievances are then assessed by Serica's Human Resources Team and reported to the Board of Directors if necessary.</p> <p>In 2021, 0 reports of critical concerns were communicated to the Board.</p> <p>More details on Serica Energy's Whistleblowing Policy can be found on the <a href="#">Serica Energy website</a>.</p>				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
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GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	The Board of Directors has a wide range of experience and skills. To meet the requirements of an independent upstream oil and gas exploration, development and production company these experiences and skills must cover financial, legal, operational and technical knowledge experience of risk management and growth in the independent sector and of public markets. Each of the directors on the Board, both Executive and Non-Executive, have considerable experience and all have demonstrated skills which are complementary, independent and sufficient to cover all of the requirements of the Board. In terms of sustainable development, Serica has appointed a Vice President ESG and Business Innovation, whose role focuses on sustainable development and as a part of this, they empower and educate the Board of Directors on sustainable development topics and issues. Serica's Vice President ESG and Business Innovation reports directly to the CEO of the company.				
	2-18 Evaluation of the performance of the highest governance body	<p>The make-up of the Company's Board of Directors has kept pace with transformational changes made by the Company within the last few years with the introduction of new experience and skill-sets complementing those already on the Board. By this means the Board is continuing to refresh and enhance its performance.</p> <p>The Board considers that its effectiveness and the individual performance of its directors is vital to the success of the Company. It was recognised that, with the expansion of the Board in parallel with the growth of the Company's activities and the need to meet the requirements of the QCA, a formal Board evaluation process was required. During 2020, the Company conducted a full formal Board evaluation. As part of the evaluation, Directors were asked to evaluate the Board structure, dynamics and functioning, Corporate Governance and Internal Controls &amp; Risk Management. Any concerns that are highlighted are addressed appropriately. Serica plan to conduct a formal Board evaluation every two years. More information can be found on <a href="#">page 35</a> of the 2021 Annual Report and Accounts.</p>				
	2-19 Remuneration policies	<p>Details on the Remuneration policies relating to the Board of Directors and the Senior Executives can be found in the 2021 Annual Report and Accounts, <a href="#">page 41</a>.</p> <p>As noted on <a href="#">page 42</a>, Serica's ESG related KPIs, are linked to the remuneration of our Senior Executives, Executive Chairman, CEO, and CFO.</p>				
	2-20 Process to determine remuneration	<p>Serica's Remuneration Committee is responsible for determining remuneration and meets regularly to consider all material elements of remuneration policy, share schemes, the remuneration and incentivisation of Executive Directors and senior management and to make recommendations to the Board on the framework for executive remuneration and its cost. The Committee comprises of four Non-executive Directors.</p> <p>The Committee aims to ensure that the Company has the right skills and expertise needed to enable Serica to achieve its goals and strategies and that fair and competitive compensation is awarded with appropriate performance incentives across the Company.</p> <p>More information on the processes for determining remuneration can be found in the 2021 ESG Report, <a href="#">page 33</a>.</p>				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION	EXPLANATION	GRI SECTOR STANDARD REF. NO.
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GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	<p>In 2021, Serica's highest paid individual was the Chief Executive Officer (CEO).</p> <p>Serica's total compensation ratio (total remuneration of highest paid individual vs. median employee remuneration) in 2021 was 10.6.</p> <p>The figures included in this calculation are the total reported compensation for the CEO and the Median remuneration for Serica employees in 2021.</p> <p>In 2021, there was an increase in 2.5 in Serica's total compensation ratio compared to 2020.</p> <p>Serica's reward philosophy applies a pay and grading model to the various different roles within our business to ensure that our pay is internally fair and externally competitive. Our pay and grading model allow an accurate comparison of roles and reward against others in the market and guides our decisions in relation to reward. Our 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.</p> <p>More information on Executive remuneration can be found in the Director's Remuneration Report, in the 2021 Annual Report and Accounts, <a href="#">page 42</a>.</p>				
	2-22 Statement on sustainable development strategy	This can be found in the Introduction section of the 2021 ESG Report, <a href="#">page 2</a> .				
	2-23 Policy commitments	<p>Serica's Policy commitments for responsible business conduct are described in the Corporate Governance section of the Annual Report and Accounts.</p> <p>As a UK company with interests solely in the UK, Serica is bound by the Human Rights Act 1998 and is fully compliant. In addition, Serica publishes a Modern Slavery Statement and has an Anti-Bribery and Corruption policy. All policy level documents are approved by the Board of Directors and apply to all business activities and business relationships where Serica is the operator of assets and installations.</p> <p>Policy documents are communicated to all employees on commencement of employment and are available on the Serica Operational Management System, with some also available on its website.</p>				
	2-24 Embedding policy commitments	<p>Serica's policy level commitments are owned by the Board of Directors and the commitments and content delivered by the accountable senior managers. Policy commitments are delivered through processes and procedures formalised in the Serica Operational Management System.</p> <p>A formal grievance mechanism exists for all UK permitted and consented activities via the oil and gas regulatory bodies in the UK. This applies to all Serica's operations.</p>				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Serica operates under a statutory grievance mechanism through the regulatory consultation process for permits and consents for operations and projects. As detailed above in disclosure 2-16, Serica also provides stakeholders with access to an independent grievance mechanism that is operated by a third-party.				
	2-26 Mechanisms for seeking advice and raising concerns	This is outlined in Serica Energy's Whistleblowing Policy SEPLC-BMS-HR-POL-0002.				
	2-27 Compliance with laws and regulations	In 2021, there were no significant instances of non-compliances with laws and regulation. As a result of this, no monetary fines were incurred.				
	2-28 Membership associations	Below is a non-exhaustive list of Serica's industry memberships: Brindex BSI standards Ltd Bureau Van Dijk electronic publishing Ltd Global Compact Network UK IMCA Holdings Ltd London Oil Scouts Group Mediterranean, Middle East & Africa Scout Group Offshore Energies UK (OEUK) OPOL Society for Underwater Technology The Net Zero Technology Centre The Quoted Companies Alliance UKOITC Oil Spill Response Energy Institute Subsea UK OGIA				
	2-29 Approach to stakeholder engagement	Serica's approach to stakeholder engagement is referenced in the Materiality Assessment in the 2021 ESG report, <a href="#">page 57</a> All statutory stakeholder engagement for Serica's activities, such as formal periods of consultation and public notices, has been undertaken.				
	2-30 Collective bargaining agreements	Serica is non unionised workforce and therefore there is no collective bargaining at present. Therefore, 0% of Serica's employees are covered by collective bargaining agreements. Although, Serica do recognise and support the right to collective bargaining and freedom of association, Serica have proved this through the strong support of the Energy Services Agreement.				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
<b>MATERIAL TOPICS</b>						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Serica's process for identifying material topics is presented in the 2021 ESG report, <a href="#">page 57</a>				A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	3-2 List of material topics	<p>A list of Serica Energy's material topics for 2021 is presented below:</p> <ul style="list-style-type: none"> <li>GRI 201 Economic Performance</li> <li>GRI 202 Market Presence</li> <li>GRI 203 Indirect Economic Impacts</li> <li>GRI 204 Procurement Practices</li> <li>GRI 205 Anti Corruption</li> <li>GRI 206 Anti Competitive Behaviour</li> <li>GRI 207 Tax</li> <li>GRI 301 Materials</li> <li>GRI 302 Energy</li> <li>GRI 303 Water and Effluents</li> <li>GRI 304 Biodiversity</li> <li>GRI 305 Emissions</li> <li>GRI 306 Waste</li> <li>GRI 307 Environmental Compliance</li> <li>GRI 308 Supplier Environment Assessment</li> <li>GRI 401 Employment</li> <li>GRI 402 Labour and Management Relations</li> <li>GRI 403 Occupational Health and Safety</li> <li>GRI 404 Training and Education</li> <li>GRI 405 Diversity and Equal Opportunity</li> <li>GRI 406 Non-Discrimination</li> <li>GRI 407 Freedom of Association and Collective Bargaining</li> <li>GRI 413 Local Communities</li> <li>GRI 415 Public Policy</li> <li>GRI 419 Socioeconomic Compliance</li> </ul> <p>Previously the following topics were deemed not material, however in 2021 they were now deemed material:</p> <ul style="list-style-type: none"> <li>GRI 207 Tax</li> <li>GRI 303 Water and Effluents</li> <li>GRI 306 Waste</li> <li>GRI 308 Supplier Environment Assessment</li> <li>GRI 402 Labour and Management Relations</li> <li>GRI 407 Freedom of Association and Collective Bargaining</li> <li>GRI 415 Public Policy</li> <li>GRI 419 Socioeconomic Compliance</li> </ul> <p>The reason for changes in the materiality can be found in the Materiality Assessment, on <a href="#">page 58</a> of Serica's 2021 ESG Report.</p>				



## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
<b>Economic performance</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This is described throughout the <a href="#">2021 Annual Report and Accounts</a>.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 2</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 201 Economic Performance are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
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 2021 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.				11.14.2 11.21.2
	201-2 Financial implications and other risks and opportunities due to climate change	This can be found in the TCFD section in the 2021 ESG Report, <a href="#">page 43</a> .				11.2.2
	201-3 Defined benefit plan obligations and other retirement plans	Details on the amount spent by the company on pensions and other related employment benefits can be found in the 2021 Annual Report and Accounts, <a href="#">page 71</a> .				
	201-4 Financial assistance received from government	This information can be found in the 2021 Annual Report and Accounts, <a href="#">page 75</a> .				
<b>Market presence</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This is described in the <a href="#">2021 Annual Report and Accounts</a>.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 58</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 202 Market Presence are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION	EXPLANATION	GRI SECTOR STANDARD REF. NO.
			OMITTED	REASON		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<p>Serica annually benchmark their salaries against other oil and gas companies, to ensure that our offering continues to be attractive and competitive. Our 2021, Korn Ferry study benchmarked Serica as 12% ahead of the 50th percentile of salaries for oil and gas companies. In line with this, all of Serica's salaries in 2021 were in excess of the national living wage. As Serica do not have a standard entry level wage, the ratio was calculated using the lowest paid male and female member of staff per hour.</p> <p>In 2021, the national minimum wage in the United Kingdom was £8.91 per hour for employees aged 23 years old and over during the reporting period. This minimum is applicable to all Serica's operations across the UK.</p> <p>2021's ratios can be seen below;</p> <p>Male employees: 2.25</p> <p>Female employees: 1.67</p> <p>This highlights the ratio of the lowest paid member of staff per gender divided by the current national minimum wage. It must be noted that the ratio calculation does not take into account role, department or job type.</p>				
	202-2 Proportion of senior management hired from the local community	All of Serica's senior management team are hired from within the United Kingdom.				11.14.3 11.11.2
<b>Indirect economic impacts</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 58</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 203 Indirect Economic Impacts are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Serica produces approximately 5% of the UK's natural gas production and is therefore indirectly responsible for the ongoing support of national gas related energy infrastructure. This contribution enables UK gas to be used in the UK and prevents additional UK gas import being required. In 2021, Serica has developed additional gas reserves in the Columbus and Rhum offshore fields and will drill the North Eigg exploration prospect in 2022, these are examples of Serica working to secure the ongoing domestic gas supply into the future. These are commercial investments which form a core part of Serica's business and support our shareholders, stakeholders and the communities in which we work through direct and indirect employment.				11.14.4
	203-2 Significant indirect economic impacts	This is described in the Valuing our staff and contractors and The principles that govern our business chapters of Serica Energy's 2021 ESG report, <a href="#">page 34</a> .				11.14.5

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
<b>Procurement practices</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 58</a> . The material elements for each topic as defined by 3-3 are described where applicable.				
		The impacts of GRI 204 Procurement Practices are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	In 2021, Serica's total supplier expenditure on UK suppliers remained high at 90%, with the remaining 10% being spent on international suppliers. In terms of local spending, the percentage spent on local suppliers (North-east Scotland) was 56%. It must be noted that the data uses the registered company address i.e. some might be registered in England however we may deal with a branch in the North East.				11.14.6
<b>Anti-corruption</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 40</a> . The material elements for each topic as defined by 3-3 are described where applicable.				
		The impacts of GRI 205 Anti Corruption are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				
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 2021 Annual Report and Accounts, <a href="#">page 33</a> . 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.				11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	All 9 members representing 100% of Serica Energy's Board of Directors have had the Anti-Bribery and Corruption policy communicated to them. 161, representing 94% of Serica Energy's employees had conducted the Company's Code of Business Conduct e-learning training which includes modules on Anti-Bribery and Corruption policy by the close of 2021. Existing Board members are required to undertake the training every 2 years. Business Code of Conduct training is a mandatory requirement for those joining the Company. In 2021, work was done to update our Code of Business Conduct to ensure it continues to reflect Serica. A new E-learning module will be launched in 2022 and will be mandatory for staff and core contractors to complete.				11.20.3
	205-3 Confirmed incidents of corruption and actions taken	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 mutatis mutandis to the contractor.				
		There have been no reported or confirmed instances of corruption in Serica Energy PLC.				11.20.4

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
<b>Anti-competitive behaviour</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 39</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 206 Anti-competitive behaviour are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
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 2021 relating to anti-competitive behaviour or violations of anti-trust and monopoly legislation.				11.19.2
<b>Tax</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 59</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 207 Tax are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts. This can be found on the Serica Energy website.</p>				
GRI 207: Tax 2019	207-1 Approach to tax	This can be found on the <a href="#">Serica Energy website</a> .				11.21.4
	207-2 Tax governance, control, and risk management	This can be found on the <a href="#">Serica Energy website</a> .				11.21.5
	207-3 Stakeholder engagement and management of concerns related to tax	This can be found on the <a href="#">Serica Energy website</a> .				11.21.6
	207-4 Country-by-country reporting	This can be found on the <a href="#">Serica Energy website</a> .				11.21.7
<b>Materials</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 14</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 301 Materials are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<p>Serica uses a variety of chemicals, consumables and materials in support of its offshore operations. These are assessed and quantified in line with oil and gas industry best practice and UK legislative requirements.</p> <p>A summary of the regulatory reportable chemicals and consumables used by Serica in its core BKR operations is provided below:</p> <p>In 2021, Serica utilised a total of 303,910 kgs of chemicals of a permitted 981,651 kgs (30.95%) of chemicals. In comparison, in 2020 Serica's operations consumed 466,884 kg of a permitted 797,340 kg (58%) of chemicals.</p>				
	301-2 Recycled input materials used	Do not report – not material				
	301-3 Reclaimed products and their packaging materials	Do not report – not material				
<b>Energy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 10</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 302 Energy are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	<p>Energy is consumed by Serica in our offices onshore and on our offshore installations. Onshore energy is provided to the buildings and associated facilities by the local municipal supplier. In 2021, £8,266.76 was spent on electricity supply for Serica's main office in Aberdeen. In 2021, Serica's main Aberdeen office used 56,021 kWh. This is a slight reduction on 2020's figure of 57,801 kWh. In Serica's London office, 16,222 kWh was used in 2021.</p> <p>Offshore, fuel gas is utilised to produce energy to support production, compression and life support systems. This gas use is metered, reported and energy use calculated. In 2021, the energy use from fuel gas offshore was 3,505.31 TJ. Energy use from fuel gas is tracked in accordance with the statutory requirements of the UK ETS.</p>				11.1.2
	302-2 Energy consumption outside of the organisation	Do not report – not material				11.1.3
	302-3 Energy intensity	Based on the electricity generated offshore and reported in 302-1 above, the Serica Bruce platform has an energy intensity of 83 kWh per boe in 2021.				11.1.4
	302-4 Reduction of energy consumption	More information on energy reduction, conservation and efficiency initiatives can be found in the Our commitment to the environment chapter ( <a href="#">page 11</a> ) of the 2021 ESG report.				
	302-5 Reductions in energy requirements of products and services	Do not report – not material				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION	EXPLANATION	GRI SECTOR STANDARD REF. NO.
			OMITTED	REASON		
<b>Water and effluents</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This is described in the Respecting the marine environment chapter of the 2021 ESG report, <a href="#">page 16</a>.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 16</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 303 Water and Effluents are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	This information can be found in the Respecting the marine environment chapter of the 2021, ESG Report, <a href="#">page 16</a> .				11.6.2
	303-2 Management of water discharge-related impacts	This is described in the Respecting the marine environment chapter of the 2021 ESG report, <a href="#">page 16</a> .				11.6.3
	303-3 Water withdrawal	<p>The use of seawater for cooling purposes is common practice in the oil and gas industry. Direct seawater withdrawal is not directly metered however it has been estimated that Serica withdraws 34 million tonnes of seawater per annum. However most of this seawater is discharged back to the sea.</p> <p>Serica does not operate in any areas with water stress and therefore withdrew no water from water stressed areas over the reporting period.</p>				11.6.4
	303-4 Water discharge	<p>Water discharges from Serica operations relate solely to groundwater that has the potential to have been in contact with oil and gas reservoirs, this water is treated to a high standard to remove entrained hydrocarbons.</p> <p>In 2021, Serica discharged a total of 69,543.8m<sup>3</sup> (69,543.8 megalitres) of produced water to the sea at an average oil in water concentration of 17.42 mg/l at an average discharge rate of 208.2m<sup>3</sup> per day. Serica's Internal targets are aligned with our permitted discharge allowances.</p> <p>In 2021, Serica's permitted allowance for the average oil in water permitted allowance was 18.2 mg/l and the permitted allowance for the amount of produced water that Serica able to discharge to sea, was 73,813m<sup>3</sup>.</p> <p>Serica does not operate in any areas with water stress and therefore does not discharge any water to any water stressed areas.</p>				11.6.5
	303-5 Water consumption	<p>As mentioned above, water withdrawn is not directly metered, however, the majority of water withdrawn from the sea is discharged back to the sea.</p> <p>In 2021, 577m<sup>3</sup> of potable water was delivered to the Bruce platform for consumption purposes.</p>				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Biodiversity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 58</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 304 Biodiversity are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				11.4.1
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	There are no operational sites owned by Serica, leased or managed by Serica that are adjacent to, protected areas and areas of high biodiversity value outside protected areas. The nearest protected site to the Bruce Platform is approximately 83km south of the platform. Additionally, the nearest protected area to the Columbus development, is located 33km to the west of the development.				11.4.2
	304-2 Significant impacts of activities, products and services on biodiversity	All of Serica's operations are subject to strict environmental impact assessments, if an operation was deemed to have a significant impact to biodiversity Serica would not continue with that operation.				11.4.3
	304-3 Habitats protected or restored	Serica did not protect or restore any habitats during the reporting period. However, Serica is fully compliant with the Habitats Directive and has produced an Environmental Impact Assessment for all of its operations.				11.4.4
	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 both Environmental Statements and in EIA Justification accompanying permit applications. Serica endeavours to operate in full compliance with these requirements and all information on IUCN Red List species is available within these reports.				11.4.5
<b>Emissions</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Our commitment to the environment Chapter of 2021 ESG Report, <a href="#">page 10</a>.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 9</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 305 Emissions are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				11.1.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	This is presented in the Databook of Serica's 2021 ESG Report, <a href="#">page 47</a> .				11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	This is presented in the Databook of Serica's 2021 ESG Report, <a href="#">page 47</a> .				11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	This is presented in the Databook of Serica's 2021 ESG Report, <a href="#">page 47</a> .				11.1.7
	305-4 GHG emissions intensity	This is presented in the Databook of Serica's 2021 ESG Report, <a href="#">page 47</a> .				11.1.8
	305-5 Reduction of GHG emissions	This is described in the Our commitment to the environment chapter of Serica Energy's 2021 ESG report, <a href="#">page 9</a>				11.2.3
	305-6 Emissions of ozone-depleting substances (ODS)	Do not report – not material				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION	EXPLANATION	GRI SECTOR STANDARD REF. NO.
			OMITTED	REASON		
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	NOx, SO <sub>2</sub> and VOCs emissions are presented in the Databook of Serica's 2021 ESG Report, <a href="#">page 47</a> .  These emissions are representative of gas and diesel consumption associated with all plant operations and flared gas. Only NOx, SO <sub>2</sub> and VOC have been reported here as they are the only material non-CO <sub>2</sub> emissions. Emissions of POP, HAP and PM are not material.				11.3.2
<b>Waste</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	This can be found in the Managing our waste section of the 2021 ESG Report, <a href="#">page 14</a> .  The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 14</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 306 Waste are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				11.5.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Information on this disclosure can be found in the Managing our waste chapter of the 2021 ESG report, <a href="#">page 14</a> .				11.5.2
	306-2 Management of significant waste-related impacts	At Serica, we receive waste data on a monthly basis from our waste management contractor. This data allows us to see the mass of waste generated, the type of waste generated and the treatment and disposal path of each waste stream. Additionally, analysing this data allows us to target areas for improvement. In addition to this, Serica also utilises skip audits, that allow us to keep a close eye on waste segregation offshore, these audits have allowed us that verify excellent waste segregation is maintained offshore.  Waste data is presented to the Board and the wider organisation regularly through HSE Committee, Asset Performance and Onshore Safety Meetings. In 2021, Serica introduced a waste related KPIs that were linked to our employee and executive director's remuneration.  All waste generated through Serica's operations is managed by a dedicated waste handling third party contractor that protect Serica's duty of care for waste management. The contractor utilises only UK registered disposal routes that meet the UK's stringent regulatory requirements. Serica recognises that the waste it produces is its own responsibility (cradle to grave) and to that end Serica will be conducting an audit of its waste management contractor in 2022 to verify that performance requirements are still being met.				11.5.3



## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
GRI 306: Waste 2020	306-3 Waste generated	<p>In 2021, Serica produced a total of 198.898 tonnes of waste, a reduction of over 54 tonnes compared to 2020.</p> <p>During the reporting period, Serica generated and disposed of waste as per the breakdown presented below.</p> <p>Total Waste:</p> <ul style="list-style-type: none"> <li>i. Reuse – 0.400 tonnes</li> <li>ii. Recycling – 108.073 tonnes</li> <li>iii. Composting – 0.000 tonnes</li> <li>iv. Recovery, including energy recovery – 70.315 tonnes</li> <li>v. Incineration – 0.138 tonnes</li> <li>vi. Deep Well Injection – 0.000 tonnes</li> <li>vii. Landfill – 12.380 tonnes</li> <li>viii. Onsite Storage – 0.000 tonnes</li> <li>ix. Other – 7.592 tonnes</li> </ul> <p>As mentioned above, all waste generated through Serica's operations is managed by a dedicated waste handling third party contractor that protect Serica's duty of care for waste management. The contractor utilises only UK registered disposal routes that meet the UK's stringent regulatory requirements.</p>				11.5.4
	306-4 Waste diverted from disposal	<p>In 2021, Serica diverted a total of 108.473 tonnes of waste from disposal.</p> <p>During the reporting period Serica diverted a total of 10.569 tonnes of waste from disposal. A breakdown of this is provided below.</p> <p>Hazardous waste:</p> <ul style="list-style-type: none"> <li>i. Reuse – 0.400 tonnes</li> <li>ii. Recycling – 10.169 tonnes</li> <li>iii. Other – 0 tonnes</li> </ul> <p>During 2021, Serica also diverted 97.904 tonnes of non-hazardous waste from disposal. A breakdown of this is provided below.</p> <p>Non-Hazardous waste:</p> <ul style="list-style-type: none"> <li>i. Reuse – 0 tonnes</li> <li>ii. Recycling – 97.904 tonnes</li> <li>iii. Other – 0.000</li> </ul> <p>Serica's solid waste streams are shipped back to shore for treatment, recycling or disposal, in line with The Merchant Shipping (Prevention of Pollution by Sewage and Garbage from Ships) Regulations 2008 which prohibit the disposal of solid waste at sea.</p>				11.5.5

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
GRI 306: Waste 2020	306-5 Waste directed to disposal	<p>In 2021, Serica directed a total of 90.323 tonnes of waste to disposal.</p> <p>During the reporting period, Serica directed 22.718 tonnes of hazardous waste to disposal.</p> <p>A breakdown of hazardous waste by the disposal method is presented below.</p> <p>Hazardous waste:</p> <ul style="list-style-type: none"> <li>i. Incineration (with energy recovery) – 13.821 tonnes</li> <li>ii. Incineration (without energy recovery) – 0.041 tonnes</li> <li>iii. Landfill – 1.270 tonnes</li> <li>iv. Other – 7.586 tonnes</li> </ul> <p>During the reporting period, Serica also directed 67.605 tonnes of non-hazardous waste to disposal.</p> <p>A breakdown of non-hazardous waste by disposal method is presented below.</p> <p>Non-hazardous waste:</p> <ul style="list-style-type: none"> <li>i. Incineration (with energy recovery) – 56.494 tonnes</li> <li>ii. Incineration (without energy recovery) – 0,000 tonnes</li> <li>iii. Landfill – 11.110 tonnes</li> <li>iv. Other – 0.001 tonnes</li> </ul> <p>Serica's solid waste streams are shipped back to shore for treatment, recycling or disposal, in line with The Merchant Shipping (Prevention of Pollution by Sewage and Garbage from Ships) Regulations 2008 which prohibit the disposal of solid waste at sea.</p>			11.5.6	
<b>Supplier environmental assessment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 59</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 308 Supplier Environmental Assessment are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<p>0% of new suppliers were screened using environmental criteria in 2021.</p> <p>Contractor Environmental performance is managed under UK law and regulation that applies to offshore oil and gas operations. Serica, as licensee is accountable for environmental performance of contractors on its assets. Contractor engagement on environmental performance forms a key part of all operations. Serica is working to develop specific environmental assessment criteria for contracts that have a potential environmental impact.</p>				
	308-2 Negative environmental impacts in the supply chain and actions taken	<p>This can be found in the Our commitment to the environment section of the 2021 ESG Report, <a href="#">page 13</a></p>				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION	EXPLANATION	GRI SECTOR STANDARD REF. NO.
			OMITTED	REASON		
<b>Employment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Valuing our staff and contractors and the Our commitment to diversity and inclusion sections of the 2021 ESG Report, pages * and *.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 34</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 401 Employment are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	18 new employees (6 female and 12 male) were hired in the reporting period in the UK region. This represents a rate of 10.5%. 1 employee left the company during the same reporting period, representing a turnover rate of 0.5%.				11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	All employee benefits are standard irrespective of whether an employee is employed on a full time or part time basis.				11.10.3
	401-3 Parental leave	All male and female employees (169 total, 20 female) are entitled to parental leave. During the reporting period, 0 females and 1 males took unpaid parental 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 that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. 33.33% of the 3 male employees who took unpaid parental leave in 2020 were still employed 12 months after their leave. Therefore, current return to work retention rates based on operational data to date is therefore 33.33%.				11.10.4 11.11.3
<b>Labour/management relations</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 34</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 402 Labour/Management Relations are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	<p>With regards to changes of terms and conditions of employment, Serica reserves the right to make reasonable changes to any employees' terms of employment. Employees are notified about any changes as soon as possible and in any case within one month of the change.</p> <p>In terms of restructuring, outsourcing of operations, closures, expansions, new openings, takeovers, sale of all or part of the organisation, or mergers, Serica aims to give employees as much notice as is reasonably practicable, different factors, such as commercially sensitive data, for each situation can impact when this might be.</p> <p>Serica are fully aware and supportive of the UK laws and regulations regarding redundancies and lengths of consultation periods and ensure that these laws are adhered to in the unlikely event of redundancies needing to be made.</p>				11.7.2 11.10.5
<b>Occupational health and safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Health, Safety &amp; Wellbeing section of the 2021 ESG Report, <a href="#">page 18</a>.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 18</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 403 Occupational health and safety management system are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
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, practice and strategy documents some of which are listed below:</p> <ul style="list-style-type: none"> <li>Noise Risk Management – SER-UK-PRA-3.4-1001</li> <li>Health Surveillance -SER-UK-PRO-3.4-1002</li> <li>Fitness to Work Procedure – SER-UK-PRO-3.4-1001</li> <li>Fatigue Management – SER-UK-PRO-3.4-1006</li> <li>Radiation Policy – SER-UK-POL-3.4-1002</li> <li>Process for Managing Asbestos Containing Materials – SER-UK-3.4-0002</li> <li>Manual Handling Operations – SER-UK-PRO-3.4-1009</li> <li>Potable Water Quality and Legionella Risk Management – SER-UK-PRO-3.4-1003</li> <li>Covid-19 Management and Strategy – SER-UK-STG-3.4-0001</li> </ul> <p>At Serica, safety is prioritised over production, we aim to ensure that every member of our offshore team feels empowered to stop works if an actual or potential health and safety risk occurs.</p>				11.9.2

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON EXPLANATION	
GRI 403: Occupational Health and Safety 2018	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.</p> <p>Reporting and investigation procedures also mentioned in under the Our OMS section (page 45) are 2 separate procedures within the Serica OMS, these procedures are as follows:</p> <p>Incident Reporting Procedure SEUK-OMS-4A-02 Incident Investigation Procedure SEUK-OMS-4A-01.</p>			11.9.3
	403-3 Occupational health services	<p>Serica energy provides 24 hour medical cover on its offshore installations via the provision of medics who are RGN qualified. Personnel requiring medical attention can be assessed and provided with immediate medical care offshore and, if required, a dedicated helicopter transfer can be arranged to transport 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, it is at the Staff Member's discretion as to whether they choose to continue the cover. Serica cover the cost for the employee. The employee 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 pre-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> <p>Serica also provides staff with access to mental health services such as access to mental health courses and information and face to face and over the phone counselling services. In addition to this, Serica also has a number of trained offshore and onshore mental health first aiders to provide support for employees and contractors who need someone to speak to. All of this information is conveniently stored in our Wellbeing Hub, that all employees and contractors have access to.</p>			11.9.4

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Serica supports and encourages the work of Safety Representatives on our offshore assets and 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. In 2021, Serica achieved an average of 92% participation in Serica's Safety Observation Programme.</p> <p>Serica has an HSE Sub Committee which consists of the CEO, VP Operations, VP ESG and Business Innovation and Non-Executive Directors.</p> <p>Serica also holds regular HSEQ meetings to ensure onshore staff are engaged in our HSEQ efforts.</p> <p>More information on how Serica engages with its staff and contractors on occupational health and safety can be found in the Health, safety and wellbeing chapter of the 2021 ESG report, <a href="#">page 22</a>.</p>				11.9.5
	403-5 Worker training on occupational health and safety	<p>Serica Energy places the management of health and safety and the protection of our people at the forefront of everything we do. 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. In 2021, our employees averaged just under 57 hours of health, safety and emergency response training.</p>				11.9.6
	403-6 Promotion of worker health	<p>Serica provides private medical insurance for all employees. In addition, we have mental health first aiders and promote monthly health campaigns. In 2021, our offshore team took part in RigRun, an industry based initiative which encourages personnel to participate in exercise through cross asset competition and won the competition.</p> <p>Serica's onshore team also organised multiple events centred on helping employees stay fit during lockdowns and other Covid-19 restrictions. In 2021, Serica organised multiple step challenges to keep staff moving and also organised a cycle challenge that saw staff cycle over 5000 miles and raised £4,000 for charity. Serica plans to organise multiple exercise challenges in 2022.</p> <p>As a company, Serica encourage all staff to take their full annual leave and parental leave allowed to them.</p> <p>More information can be found on <a href="#">page 22</a> of Serica's 2021 ESG Report.</p>				11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>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 joint ventures and can raise concerns relating to health and safety both within these relationships and externally with the appropriate regulator if required.</p>				11.9.8
	403-8 Workers covered by an occupational health and safety management system	<p>All Serica Employees onshore and offshore are covered under the Serica Occupational Health and Safety Policy.</p>				11.9.9

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	In 2021, 6 work related injuries were recorded and 0 were reportable. Of these injuries 6 were non-reportable and 1 required no treatment, 4 were first aid cases, 0 resulted in days away from work, 0 were work restricted work injuries, and there was 1 reportable medical treatment injuries.				11.9.10
	403-10 Work-related ill health	There were no instances of work-related ill health in Serica Energy in 2021				11.9.11
<b>Training and education</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Quality Education section of the 2021 ESG Report, <a href="#">page 26</a>.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 26</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 404 Training and Education are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>In 2021, Serica's staff completed a total of 578 classroom and e-learning training days. For this calculation the assumption is that each training day consisted of 8 hours of training. This is an increase on last year's figure of 491 classroom and e-learning training days completed.</p> <p>In total Serica employees completed 4,624 hours of training in 2021. Serica employees averaged 27.36 hours of training in 2021. Female employees averaged 5.6 hours of training in 2021. Male employees averaged 30.28 hours of training in 2021.</p> <p>A full list of the training courses offered to employees in 2021 can be found in Appendix 3, <a href="#">page 54</a> of the 2021 ESG Report.</p>				11.10.6 11.11.7

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION	GRI SECTOR STANDARD REF. NO.
			OMITTED	REASON	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	<p>Serica offers a wide range of programmes for upgrading employee skills, a detailed list of these courses can be found in Appendix * of the 2021 ESG report. In 2021, Serica staff undertook a total of 1250 E-learning modules and completed 578 training days. In addition to this, in 2021 Serica also built and rolled out the following training courses; Diversity and Inclusion, Operating Management System (OMS) training and a variety of Maximo training courses. Serica spent £441,278.93 in total on AIS, OPITO Apprenticeships and other training-related costs (This figure excludes further education).</p> <p>The Company fully supports employees wishing to undertake further studies and as such developed a Further Education policy in 2018. The level of assistance required may vary depending on the relevance of the programme, budgetary and operational constraints. The training committee meets on a monthly basis to review the further education requests submitted by employees.</p> <p>In terms of transition assistance programmes, Serica has also organised workshops enabling our employees to plan for their future. The aim of the workshops was to help employees better prepare in a positive way for their retirement, be that in the next month or in the next 10 years. The workshops covered a variety of different topics such as; Money Matters and Tax, Legal Issues, Health and Wellbeing and Time and Activities in Retirement.</p> <p>Serica AIS, OPITO and Further Education budgets for 2021 have been listed here:                      - AIS: £267,608                      - OPITO: £258,872                      - Further Education: £237,000</p> <p>Serica's AIS, OPITO and Further Education budgets for 2022 are listed below:                      - AIS: £279,458                      - OPITO: £ 239,203                      - Further Education: £259,500</p>			11.7.3 11.10.7
	404-3 Percentage of employees receiving regular performance and career development reviews	<p>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. 99% of employees received an annual appraisal in 2021, this was due to some employees being on maternity leave and long term absence.</p>			
<b>Diversity and equal opportunity</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 30</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 405 Diversity and Equal Opportunity are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>			



## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S)	OMISSION	EXPLANATION	GRI SECTOR STANDARD REF. NO.
			OMITTED	REASON		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board of Directors (Governance body) – 89% male, 11 % female, 0% under the age of 30, 11% between the ages of 30-50, 89% over the age of 50.  Employees – 88.1% male, 11.9 female. 9.5% under the age of 30, 65.5% between the ages of 30-50, 25% over the age of 50.				11.11.4
	405-2 Ratio of basic salary and remuneration of women to men	This is described in the Committing to diversity and Inclusion section of the 2021 ESG Report, <a href="#">page 32</a> .				11.11.5
<b>Non-discrimination</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 30</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 406 Non-discrimination are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				
<b>Freedom of Association and Collective Bargaining</b>						
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2021, there were no reported incidents of discrimination in Serica.				11.11.6
GRI 3: Material Topics 2021	3-3 Management of material topics	This can be found in The principles that govern our business section of the 2021 ESG Report, <a href="#">page 41</a> .				
		The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 59</a> . The material elements for each topic as defined by 3-3 are described where applicable.  The impacts of GRI 407 Freedom of Association and Collective Bargaining are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.				
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	Serica are not associated with any operations where the right to freedom of association and collective bargaining is at risk.				11.13.2
<b>Child labour</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	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				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
<b>Forced or compulsory labour</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	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				11.12.2
<b>Security practices</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	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				11.18.2
<b>Rights of indigenous peoples</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	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				11.17.2
<b>Local communities</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in the Giving where we can make a real difference section of the 2021 ESG Report, <a href="#">page 23</a>.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 60</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 413 Local Communities are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<p>A key component of the UKCS licensing, consenting and permitting process is the Environmental Impact Assessment process. Environmental Impact Assessments have been conducted for all of Serica's current operations and projects.</p> <p>Development programmes are a requirement of offshore licensing conditions and, again, all operations meet these requirements.</p>				
	413-2 Operations with significant actual and potential negative impacts on local communities	None of Serica's operations have a higher than average chance to cause potential or actual negative impacts on the social, economic or environmental wellbeing of our local communities.				11.15.3

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
<b>Supplier social assessment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	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				11.10.8 11.12.3
	414-2 Negative social impacts in the supply chain and actions taken	Do not report – not material				11.10.9
<b>Public policy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>This can be found in The principles that govern our business section of the 2021 ESG Report, <a href="#">page 42</a>.</p> <p>The requirements of GRI 3-3 are considered for each material topic through the application of Serica's materiality process. This is described in our ESG Report Section <a href="#">page 60</a>. The material elements for each topic as defined by 3-3 are described where applicable.</p> <p>The impacts of GRI 415 Public Policy are managed by Serica and the effectiveness of this is communicated to stakeholders annually through Serica's Annual ESG Report and/or Annual Report and Accounts.</p>				
GRI 415: Public Policy 2016	415-1 Political contributions	Serica Energy does not make any political contributions to any politics parties or individuals. Therefore, in 2021 Serica donated a total of £0 to any political parties or individuals.				11.22.2
<b>Customer health and safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	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				11.3.3
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Do not report – not material				
<b>Marketing and labelling</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	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				

## 2021 GRI DISCLOSURES continued

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
<b>Customer privacy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	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				

### Topics in the applicable GRI Sector Standards determined as not material

TOPIC	EXPLANATION
<b>GRI 411 Rights of Indigenous People</b>	See Serica Energy's 2021 ESG Report <a href="#">page 60</a>
<b>GRI 417 Marketing and Labelling</b>	See Serica Energy's 2021 ESG Report <a href="#">page 60</a>
<b>GRI 418 Customer Privacy</b>	See Serica Energy's 2021 ESG Report <a href="#">page 60</a>
<b>GRI 408 Child Labour</b>	See Serica Energy's 2021 ESG Report <a href="#">page 60</a>
<b>GRI 409 Forced and Compulsory Labour</b>	See Serica Energy's 2021 ESG Report <a href="#">page 60</a>
<b>GRI 410 Security Practices</b>	See Serica Energy's 2021 ESG Report <a href="#">page 60</a>
<b>GRI 412 Human Rights Assessments</b>	See Serica Energy's 2021 ESG Report <a href="#">page 60</a>
<b>GRI 414 Supplier Social Assessments</b>	See Serica Energy's 2021 ESG Report <a href="#">page 60</a>
<b>GRI 416 Customer Health and Safety</b>	See Serica Energy's 2021 ESG Report <a href="#">page 60</a>