

# APPENDIX 4 - GRI CORE INDEX

GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
<b>GRI 101: Foundation 2016</b>			
<b>General Disclosures</b>			
<b>GRI 102: General Disclosures 2016</b>	<b>Organisational profile</b>		
	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	<a href="https://www.serica-energy.com/asset-portfolio">https://www.serica-energy.com/asset-portfolio</a>	
	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"> <li>• Climate Action, pages 14 to 17</li> <li>• Responsible Consumption &amp; Production, page 18 to 20</li> <li>• Life Below Water, pages 23 and 24</li> </ul>	
	102-12 External initiatives	Serica aligns and recognises the following external initiatives in relation to our operations:  <ul style="list-style-type: none"> <li>• The UN Sustainable Development Goals</li> <li>• The OSPAR Convention</li> <li>• OSPAR Recommendation 2003/5</li> <li>• ISO Standard 14001</li> <li>• The Global Reporting Initiative (GRI)</li> </ul>	
	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	
<b>Strategy</b>			
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		

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<b>GRI 101: Foundation 2016</b>			
<b>GRI 102: General Disclosures 2016</b>	<b>Ethics and integrity</b>		
	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 <a href="#">Serica Energy Code of Business Conduct</a> .	
	<b>Governance</b>		
	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	
	<b>Stakeholder engagement</b>		
	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	
	<b>Reporting practice</b>		
	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 <a href="mailto:oliver.lever@serica-energy.com">oliver.lever@serica-energy.com</a>	
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		

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Material Topics			
GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
<b>200 series (Economic topics)</b>			
<b>Economic Performance</b>			
<b>GRI 103: Management Approach 2016</b>	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
<b>GRI 201: Economic Performance 2016</b>	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"> <li>Producing and acquiring emissions and environmental permits</li> <li>Time spent by personnel working on climate-related issues</li> <li>Participating in industry initiatives related to climate change</li> <li>Energy efficiency and benchmarking commitments</li> <li>Our ESG activities</li> </ul> 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	
<b>Market Presence</b>			
<b>GRI 103: Management Approach 2016</b>	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
<b>GRI 202: Market Presence 2016</b>	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
<b>Indirect Economic Impacts</b>			
<b>GRI 103: Management Approach 2016</b>	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 <a href="#">Serica Energy Code of Business Conduct</a>	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

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GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
<b>200 series (Economic topics)</b>			
<b>GRI 203: Indirect Economic Impacts 2016</b>	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 <a href="#">30</a> and <a href="#">31</a>	
<b>Procurement Practices</b>			
<b>GRI 103: Management Approach 2016</b>	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 <a href="#">8</a> to <a href="#">10</a> )	
	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 <a href="#">26-60</a> )  Detail is provided in the <a href="#">Serica Energy Code of Business Conduct</a>	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 <a href="#">30</a> and <a href="#">31</a>	No omission
<b>GRI 204: Procurement Practices 2016</b>	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	
<b>Procurement Practices</b>			
<b>GRI 103: Management Approach 2016</b>	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 <a href="#">8</a> to <a href="#">10</a> )	
	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 <a href="#">26-60</a> )  Detail is provided in the <a href="#">Serica Energy Code of Business Conduct</a>	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 <a href="#">30</a> and <a href="#">31</a>	No omission
<b>GRI 204: Procurement Practices 2016</b>	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 <a href="#">30</a> and <a href="#">31</a>	
<b>Anti-Corruption</b>			
<b>GRI 103: Management Approach 2016</b>	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 <a href="#">8</a> to <a href="#">10</a> )	
	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 <a href="#">26-60</a> )  Detail is provided in the <a href="#">Serica Energy Code of Business Conduct</a>  This is also described in <a href="#">Serica Energy's Anti-Bribery and Corruption Policy</a>	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

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GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
<b>200 series (Economic topics)</b>			
<b>GRI 205: Anti-Corruption 2016</b>	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	
<b>Anti-Competitive Behaviour</b>			
<b>GRI 103: Management Approach 2016</b>	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
<b>GRI 206: Anti-Competitive Behaviour 2016</b>	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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GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
<b>300 series (Environmental topics)</b>			
<b>Materials</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 301: Materials 2016</b>	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	
<b>Energy</b>			
<b>GRI 103: Management Approach 2016</b>	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
<b>GRI 302: Energy 2016</b>	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	
<b>Water and Effluents</b>			
<b>GRI 103: Management Approach 2016</b>	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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GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
<b>300 series (Environmental topics)</b>			
<b>GRI 303: Water and Effluents 2018</b>	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	
<b>Biodiversity</b>			
<b>GRI 103: Management Approach 2016</b>	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
<b>GRI 304: Biodiversity 2016</b>	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	
<b>Emissions</b>			
<b>GRI 103: Management Approach 2016</b>	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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GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
<b>300 series (Environmental topics)</b>			
<b>GRI 305: Emissions 2016</b>	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 <a href="#">43</a> and <a href="#">44</a>	
	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 <sub>x</sub> ), sulphur oxides (SO <sub>x</sub> ), and other significant air emissions	Do not report - Not material	
<b>Effluents and Waste</b>			
<b>GRI 103: Management Approach 2016</b>	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 <a href="#">8</a> to <a href="#">10</a> )	
	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
<b>GRI 306: Effluents and Waste 2016</b>	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 <a href="#">43</a> and <a href="#">44</a>	
	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 <a href="#">43</a> and <a href="#">44</a>	
	306-3 Significant spills	Data is presented in the Serica Energy 2019 ESG Report in Appendix 2 - Serica's Data Book, pages <a href="#">43</a> and <a href="#">44</a>	
	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	
<b>Environmental Compliance</b>			
<b>GRI 103: Management Approach 2016</b>	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 <a href="#">8</a> to <a href="#">10</a> )	
	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 <a href="#">23</a> and <a href="#">24</a>  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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GRI Standard	Disclosure	Location/Information (Page numbers and/or URL)	Omission
<b>300 series (Environmental topics)</b>			
	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
<b>GRI 307: Environmental Compliance 2016</b>	307-1 Non-compliance with environmental laws and regulations	This is presented in the ESG Report - Climate Action, pages <a href="#">14 to 16</a> (EU ETS, Vent Consent and Flare Consent non-compliances) and ESG Report Life Below Water (PON1s), pages <a href="#">23</a> and <a href="#">24</a>	
<b>Supplier Environmental Assessment</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 308: Supplier Environmental Assessment 2016</b>	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
<b>400 series (Social topics)</b>			
<b>Employment</b>			
<b>GRI 103: Management Approach 2016</b>	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
<b>GRI 401: Employment 2016</b>	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%	
<b>Labour/Management Relations</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 402: Labour/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Do not report - Not material	
<b>Occupational Health and Safety</b>			
<b>GRI 103: Management Approach 2016</b>	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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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"> <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> </ul>	
	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"> <li>• Incident Reporting Procedure SEUK-PRO-4.4-003</li> <li>• Incident Investigation Procedure SEUK-PRO-4.4-0001</li> </ul>	
	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
<b>400 series (Social topics)</b>			
	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: <a href="http://www.rigrun.org/">http://www.rigrun.org/</a> 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	
<b>Training and Education</b>			
<b>GRI 103: Management Approach 2016</b>	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
<b>400 series (Social topics)</b>			
<b>GRI 404: Training and Education 2016</b>	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	
<b>Diversity and Equal Opportunity</b>			
<b>GRI 103: Management Approach 2016</b>	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
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	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	
<b>Non-discrimination</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Do not report - Not material	
<b>Freedom of Association and Collective Bargaining</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	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	
<b>Child Labour</b>			
<b>GRI 103: Management Approach 2016</b>	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
<b>400 series (Social topics)</b>			
	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	
<b>GRI 408: Child Labour 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labour	Do not report - Not material	
<b>Forced or Compulsory Labour</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 409: Forced or Compulsory Labour 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Do not report - Not material	
<b>Security Practices</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Do not report - Not material	
<b>Rights of Indigenous Peoples</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	Do not report - Not material	
<b>Human Rights Assessment</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 412: Human Rights Assessment 2016</b>	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
<b>400 series (Social topics)</b>			
<b>Local Communities</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 413: Local Communities 2016</b>	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	
<b>Supplier Social Assessment</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 414: Supplier Social Assessment 2016</b>	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	
<b>Public Policy</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	Do not report - Not material	
<b>Customer Health and Safety</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 416: Customer Health and Safety 2016</b>	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
<b>400 series (Social topics)</b>			
<b>Marketing and Labelling</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 417: Marketing and Labelling 2016</b>	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	
<b>Customer Privacy</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Do not report - Not material	
<b>Socioeconomic Compliance</b>			
<b>GRI 103: Management Approach 2016</b>	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	
<b>GRI 419: Socioeconomic Compliance 2016</b>	419-1 Non-compliance with laws and regulations in the social and economic area	Do not report - Not material	