

SERICA ENERGY: SLAVERY AND HUMAN TRAFFICKING STATEMENT

This slavery and human trafficking statement relates to the financial year 2019 (ending 31 December 2019). It has been prepared on behalf of Serica Energy plc ("Serica Energy") and its subsidiaries and approved by Serica Energy's Board of Directors.

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

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

ABOUT SERICA ENERGY

Serica Energy is a British-based independent upstream oil and gas company with operations centred on the UK North Sea where we have the full range of exploration, development and production assets. More information can be found here: www.serica-energy.com

RISK ASSESMENT AND APPROACH

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

SUPPLY CHAIN MANAGEMENT

Our supply chain contractual terms require high standards of business ethics, compliance with applicable laws, commitment to health and safety and protection of the environment. Our terms also require that each supplier does not engage in or benefit from modern slavery, including slave labour and human trafficking, provides its personnel with adequate training and carries out checks on its supply chain to protect against modern slavery.

We may at any time on request audit suppliers' policies, procedures and records to verify compliance with these contractual obligations.

Serica Energy uses an industry contractor registration and pre-qualification system, First Point Assessment (known as "FPAL"). This gives us assurance on the integrity of our suppliers and vendors – including in respect of slavery and human trafficking (for example it asks each potential contractor to confirm measures taken to ensure there is no slavery or human trafficking in its organisation or supply chain). More information can be found here: www.achilles.com/community/fpal/

INTERNAL GOVERNANCE

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

1. Training

We require all staff and direct contractors to successfully complete compliance training.

2. Whistleblowing

Serica Energy encourages a "speak up" culture. Our staff, contractors and suppliers can raise any concerns relating to the business that they may have. Any such concerns can be listened to and, if necessary, promptly acted upon without fear of retaliation through an independent and confidential reporting service.

3. Code of Business Conduct

Recognising the changing dynamics around the risk of modern slavery and human trafficking (and compliance matters generally), we are continually reviewing and (if necessary) updating our Code of Business Conduct, which all staff and contractors are required to follow, including provisions in respect of anti-slavery and human trafficking.



Mitch Flegg
CEO
Serica Energy plc