

Serica Energy plc Slavery and Human Trafficking Statement

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

This slavery and human trafficking statement has been prepared pursuant to section 54(1) of the Modern Slavery Act 2015 by Serica on behalf of itself and its subsidiaries¹. The statement describes the steps that Serica has taken in the financial year ending 31 December 2023 to ensure slavery and human trafficking is not taking place:

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

It was approved by Serica’s Board of Directors on 30 May 2024.



David Latin
Interim Chief Executive Officer and Chairman
Serica Energy plc
30 May 2024

¹ This statement has been approved by board resolutions of Serica Energy plc, Serica Energy (UK) Limited, Serica GBA Limited, Serica Energy Investments Limited, NSV Energy Limited, Serica Energy Meltemi Limited, Serica Energy Mistral Limited, Serica Energy Sirocco Limited, Serica Energy Bora Limited and Serica Energy Chinook Limited.

RISK ASSESSMENT AND APPROACH

Serica considers the risk of modern slavery and human trafficking taking place in its business and supply chains to be relatively low due to the jurisdictions and sector in which it operates. Nonetheless, Serica does not tolerate modern slavery in its business and expects its service providers, suppliers, vendors and business partners to maintain equally high standards in their respective organisations and supply chains. Our Code of Conduct reflects this commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to prevent slavery and human trafficking taking place as far as possible.

SUPPLY CHAIN MANAGEMENT

Pre-contract checks

Serica follows enhanced due diligence processes, using “SEQual” in its operations procurement process for suppliers and contractors. This platform is used extensively in the oil and gas sector to provide companies with assurance that there is no slavery or human trafficking in their supply chains. “SEQual” provides assessments covering Corporate and Social Responsibility and requires each such potential supplier or contractor to confirm the measures taken to ensure there is no slavery or human trafficking in its organisation or supply chain. Where any queries arise from the due diligence, we review these together with joint venture partners and key suppliers and together determine the most appropriate action to take to prevent slavery or human trafficking, or any other issues.

Contract terms

Serica’s supply chain contract terms for its operated assets require high standards of business ethics, compliance with applicable laws, commitment to safeguarding health and safety and protection of the environment. We ask that each of our suppliers (i) does not engage in or benefit from modern slavery, including slave labour and human trafficking, (ii) provides its personnel with adequate training and (iii) carries out checks on its supply chain to protect against modern slavery. We require that all our suppliers comply with all applicable laws.

Audit

Serica has the contractual right to request an audit on each of its supplier’s policies, procedures and records to verify compliance with the contractual obligations set out above. We continually monitor compliance with our policies and remain alert to identification of any new risks.

INTERNAL GOVERNANCE

Serica has the following processes in place to safeguard against slavery and human trafficking in its own business.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains, Serica requires all staff (including direct contractors) to successfully complete compliance training, which covers anti-modern slavery, on a regular basis.

Whistleblowing Policy

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

Code of Business Conduct

All staff (including direct contractors) are required to follow Serica’s Code of Business Conduct, which was refreshed in 2022 as a comprehensive mandatory e-Learning module. Recognising the changing dynamics around the risk of modern slavery and human trafficking (and compliance matters generally), Serica frequently reviews and (if necessary) updates its Code of Business Conduct, which contains provisions in respect of anti-slavery and human trafficking.

ESG AND UN COMMITMENT

Serica has signed up to the UN Global Compact and is committed to its Ten Principles on human rights, labour, environment, and anti-corruption. More information can be found [here](#) and our letter of commitment is [here](#).

Serica has also publishes an annual ESG Report, the latest of which can be found [here](#).