



STATEMENT ON MODERN SLAVERY

Perenco UK Limited (“**Perenco UK**”) is an independently owned oil and gas exploration and production company.

Perenco UK owns and operates various onshore and offshore oil and gas assets in the United Kingdom and is part of the Perenco global organisation. Further details of the global organisation can be found here: www.perenco.com.

This statement has been published pursuant to section 54 of the Modern Slavery Act 2015 (the “**Act**”), for the financial year ending on 31 December 2021. It highlights steps taken, and to be taken, by Perenco UK to mitigate the risks of slavery and human trafficking within its business and direct supply chains.

Policies

Perenco UK continues to fully support the aims of the Act and is committed to tackling slavery and human trafficking where it can.

The Perenco global organisation maintains a corporate social responsibility policy that Perenco UK adheres to and which includes a specific policy in respect of ethics and business integrity. This policy can be found here: <http://www.perenco.com/company-social-responsibility>.

Perenco UK also has a policy which deals solely with modern slavery and human trafficking. During the next year, Perenco UK intends to conduct a review of its policy in order to update it where appropriate.

Supply Chain – Risks and Mitigation

Eighty five percent of Perenco UK’s business is conducted with companies based in the United Kingdom and none of Perenco UK’s business is conducted with companies which are not based in OECD countries.



The territory and the industry in which Perenco UK's business takes place is, in Perenco UK's opinion, a mitigating factor for the risks of slavery and human trafficking. This is in part because the nature of the work undertaken means that many of Perenco UK's contractors are staffed by skilled and specialist workers. However, Perenco UK recognises that it does have some contractors who provide staff in less skilled roles (e.g.: support roles on vessels and infrastructure) and these are more likely to pose slavery and human trafficking risks.

Perenco UK mitigates this risk by:

- requiring that any contractor used by Perenco UK is listed on Perenco UK's Approved Vendor List;
- monitoring health and safety, quality, competence and corporate social responsibility performance of current and potential contractors;
- undertaking audits where practicable to ensure that contractors are fully compliant with the principles and standards required by Perenco UK;
- requiring its contractors (as well as Perenco UK's employees) in their contracts with Perenco UK to comply with all relevant laws, statutes, regulations and Perenco UK's own policies and procedures; and
- identifying categories of third party spend most at risk from slavery and human trafficking so it can include more appropriate measures in its sourcing processes.

Internal issues (which would include any slavery or human trafficking issues) are currently managed through Perenco UK's human resources department as well as the global organisations confidential whistleblowing hotline. Contractors and their employees can raise any issues with the relevant Perenco UK manager.

Perenco UK is not currently aware of any incidents or accusations of slavery or human trafficking in connection with its operations or business.

Training

Perenco UK raises awareness among its staff through its various communication tools like the employees forum, its monthly newsletter and during the induction

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process for any new staff through its updated employee handbook. In addition, this year Perenco UK organised a specific awareness seminar on the subject of modern slavery and human trafficking. It was run by a specialist external provider, and was open to all employees. The seminar was also recorded and made available to all employees.

All members of Perenco UK's procurement team and contracts team will annually undertake the CIPS Ethical Procurement and Supply Test as part of a drive to ensure that personnel closest to the supply chain have the necessary knowledge and training on the risks of modern slavery and human trafficking. A 2-day CIPS course is scheduled to be run during 2022. Perenco UK will give training when needed and accordingly will consider if it is appropriate to extend this element of training to others.

This statement has been approved by the Perenco UK Board of Directors.

A new statement will be published each year on Perenco UK's website (<http://www.perenco-uk.com/>) in order to report Perenco UK's commitments, policy and performance in tackling slavery and human trafficking.

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Jonathan White
General Manager and Director
Perenco UK Limited