



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 2024. 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 and an Ethics and Business Integrity Policy that Perenco UK adheres to. These policies can be found here: www.perenco.com/our-commitments. The Perenco global organisation maintains a process of incorporating social, environmental, economic and ethical concerns in its operations and strategies, with close collaboration with its stakeholders (communities, institutions, governments).

Perenco UK has an Anti-Slavery and Human Trafficking Policy which was created to ensure that all personnel engaged in activities covered within the Policy are aware of the approach and actions of Perenco UK in mitigating the risk of slavery and human trafficking within its business and direct supply chains.

Perenco UK has launched a suite of compliance policies which includes a group-wide Code of Conduct and the new Speak Up Policy. The aim of these policies is to encourage all personnel (staff or contractors), customers and other business partners to speak up about unethical or inappropriate behaviour (including any circumstances that may give rise to an enhanced risk of slavery or human trafficking), without fear of reprisal, in order that such problems can be identified, dealt with and resolved quickly and effectively. A process of in-person and online training is currently being rolled out to all Perenco UK personnel to highlight these new policies and to publicise the Speak Up reporting channel and how concerns can be raised in confidence with the appropriate line manager, a member of the HR Team, the Compliance Officer or via the Perenco global whistleblowing hotline.

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

Supply Chain – Risks and Mitigation

Perenco UK's business activities are conducted within the United Kingdom and the majority of its suppliers of goods and services are located within the United Kingdom.

The territory and 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.

Perenco UK mitigates the risk of slavery and human trafficking in its business and direct supply chains by:

- requiring that any supplier used by Perenco UK is listed on Perenco UK's Approved Vendor List (AVL) which requires the fulfilment of a due diligence process;
- ensuring that major suppliers are SEQUAL qualified (independent verification);
- monitoring health and safety, quality, competence and corporate social responsibility performance of current suppliers;
- undertaking audits where practicable to ensure that suppliers are fully compliant with the principles and standards required by Perenco UK;
- requiring all of its personnel (staff or contractors) to comply with all relevant laws, statutes, regulations and Perenco UK's own policies and procedures within their contracts of employment/engagement; 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 and, where appropriate, incorporate specific anti-slavery and human trafficking obligations into supply chain contracts.

Furthermore, Perenco UK has introduced and implemented a new internal supplier management solution and an additional third-party verification solution to assess and monitor supplier risk. This is part of a wider project to introduce a comprehensive Know Your Customer (KYC) policy. The KYC policy will be introduced in the coming year and seeks to set a clear set of procedures to successfully verify Perenco UK's suppliers, to assess ultimate beneficial ownership and help to identify any partners that may represent a heightened risk of human trafficking and slavery.



These tools allow Perenco UK to identify various risk factors with suppliers, relating to a wide range of concerns, including bribery and corruption and sanctioned individuals, as well as slavery and human trafficking.

Communication, Training and Awareness

Perenco UK had provided training on the risks of modern slavery and human trafficking to all lead HR, Supply Chain and Contracts personnel and will continue to repeat this training for new personnel. This includes:

- modern day slavery awareness;
- identifying potential slavery;
- training on the Perenco UK Code of Conduct and compliance policies; and
- preventing the impact of modern day slavery.

More broadly, all personnel are made aware of the expectation of them in respect of modern slavery and human trafficking, through:

- the Perenco UK induction/onboarding process;
- the Perenco UK Employee Handbook (staff only); and
- the availability of policies via the corporate intranet.

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 (www.perenco.com/documentation#box_uk) in order to report Perenco UK's commitments, policy and performance in tackling slavery and human trafficking.

Jonathan White
SNS General Manager and Director
Perenco UK Limited