

## **TAQA Bratani Limited and TAQA Bratani LNS Limited - Compliance with the Modern Slavery Act 2015**

### **2024 Statement**

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 (“the Act”) and sets out the steps that TAQA Bratani Limited and TAQA Bratani LNS Limited (together referred to as “TAQA”) has taken during the financial year 1<sup>st</sup> January 2023 and 31<sup>st</sup> December 2023, and will continue to take to ensure that it complies with the Act, to ensure that slavery and human trafficking is not taking place in any part of its supply chain or business.

At TAQA, transparency, honesty and integrity are the principles on which we base our business and as such we support the purpose of the Act. We are committed to taking a proactive and zero tolerance approach to slavery and human trafficking and to implementing actions to eradicate any such activity or the potential for such activity within our supply chain and general business.

Operating UK offshore assets with an extensive supply chain containing a wide range of suppliers and contractors within the United Kingdom and worldwide, we believe that our compliance with the Act is best derived from tight control and monitoring of our supply chain activity. Therefore, the actions we have implemented are in the following key areas:

### **Policies and Procedures**

TAQA complies with its Code of Business Ethics Group Policy which ensures, amongst other things, that:

- TAQA and its people comply with all applicable laws throughout the world;
- TAQA acts with integrity as a local and global citizen with a commitment to a multi-cultural and open work environment. This ensures that every person is committed to being a good local and global citizen, with the countries and communities in which TAQA operates benefitting from our presence through the wealth and jobs created, the skills developed within the local population and the investment of our time and money in people;
- TAQA is committed to preserving and enhancing diversity within the organisation. It values and respects the differences of its diverse people from around the world and their varied culture;
- TAQA stands against autocracy, promotes an open and active exchange of views, criticisms and ideas and practices an open-door policy. Human resource policies and activities of TAQA contribute to creating a workplace where every individual has the opportunity for professional and personal growth.

TAQA’s supply chain processes include provisions in relation to slavery and human trafficking such that any risks are identified at the contractor evaluation stage prior to award of any contract; including TAQA’s zero tolerance approach to slavery and human trafficking and a reinforcement of the importance of proactive monitoring to that end. ‘Speaking Up’ shall also be encouraged and the process for dealing with violations shall be highlighted.

### **Training**

TAQA’s Legal Department has provided relevant personnel in the Supply Chain team with training on the topic to promote awareness and yearly check-ins are carried out with the Supply Chain team. Modern Slavery assessments are an important area of TAQA’s tender process and the personnel in the Supply Chain team are responsible for carrying these out.

### **Supplier and Contractor Liaison**

TAQA is committed to upholding ongoing liaison on the topic of Modern Slavery with its many supply chain suppliers and contractors. TAQA ensures that its suppliers and contractors are aware of TAQA’s expectations when working for TAQA under a supply chain contract.

## **Pre-qualification**

Prior to any contract award, TAQA's Supply Chain team undertakes an assessment to ensure that prospective suppliers and contractors comply with modern slavery legislation. TAQA is committed to using the industry led SeQual portal as a tool to assist in this compliance process. The updated Corporate Social Responsibility Questionnaire created by SeQual includes Modern Slavery compliance requirements which TAQA support. Furthermore, TAQA periodically reviews the system it uses for assessing suppliers to ensure it has the most suitable system in place. Suppliers and contractors who fail to conform to the requirements set out in the questionnaire may not be included in TAQA's selection process. Finally, TAQA UK utilise the TAQA Group 'Vantage' portal for additional corporate due diligence screening prior to onboarding any new suppliers. This includes advanced checks for adverse media or criminal prosecutions pertaining to the proposed supplier entity and its Directors, which would flag any previous non-compliance with modern slavery.

## **Ongoing Monitoring and Violations**

TAQA utilises its extensive knowledge of the industry's supply chain market and a risk-based approach to monitor compliance to ensure continued compliance with the Act by suppliers and shall liaise with the relevant authorities in the case of any violations identified. TAQA is dedicated to ensuring that our business and supply chain is free from any kind of modern slavery, therefore violations shall be approached with the utmost seriousness.

## **'Speaking Up'**

TAQA has a Speaking Up Policy encouraging personnel to come forward and report anything that causes them concern. Under the Speaking Up Policy any TAQA employee or contractor is invited to report any unethical, illegal or fraudulent activity to his or her immediate manager, a senior executive officer of the Company or to the Chairman of the Audit Committee. Alternatively, a report can be made through TAQA's Ethics & Compliance Helpline, using the dedicated website.

## **Contractual provisions**

TAQA's Supply Chain contracts include a specific modern slavery clause, to directly address our expectations with our suppliers and contractors. We also include a robust business ethics clause and supporting appendix in every supply chain contract which thoroughly details the basis on which TAQA conducts business, and highlights to contracting parties the expectations we place on them. In any situation where TAQA has reason to believe that these obligations have been breached, we reserve the right to terminate the particular contracts. This would be done as a matter of policy, following any infraction, simultaneous to making a report to the authorities.

## **Further information and questions**

Any requests for further information or questions should be directed to TAQA's Legal Department at TAQA Bratani Limited, Brimmond House, Prime Four Business Park, Kingswells, Aberdeen, AB15 8PU, United Kingdom.

Statement updated 27 June 2024.

Approved by the UK Board of Directors

Signed by:



**Sandy Hutchison**  
**Director – TAQA Bratani Limited and TAQA Bratani LNS Limited**