

## Serica Energy plc Slavery and Human Trafficking Statement

This slavery and human trafficking statement has been prepared pursuant to section 54(1) of the Modern Slavery Act 2015 by Serica Energy plc (“**Serica**”, “we”, “us”) on behalf of itself and its subsidiaries<sup>1</sup>. The statement describes the steps that Serica has taken in the financial year ending 31 December 2024 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 27 March 2025.

*Chris Cox*

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**Chris Cox**  
**Chief Executive Officer**  
**Serica Energy plc**  
**13 May 2025**

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<sup>1</sup> Serica subsidiaries included in the scope of this statement are Serica Energy plc, Serica Energy (UK) Limited, Serica GBA Limited, Serica Energy Investments Limited, Serica Energy Meltemi Limited, Serica Energy Mistral Limited and Serica Energy Chinook Limited.

## **ORGANISATION STRUCTURE AND SUPPLY CHAINS**

Serica is a British-based independent upstream oil and gas company with operations centered in the UK North Sea where we have a full range of exploration, development and production assets.

## **INTERNAL GOVERNANCE**

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

### **Whistleblowing Policy**

Serica encourages a “speak up” culture. Our Whistleblowing Policy provides a mechanism for reporting, investigating and remedying wrongdoing, including any concerns related to slavery and human trafficking. Any such concerns can be reported through the independent and confidential reporting service SeeHearSpeakUp which is available 24 hours, 365 days a year.

### **Code of Business Conduct**

All staff (including direct contractors) are required to follow Serica’s Code of Business Conduct (the “**Code of Conduct**”), which contains provisions in respect of modern slavery and human trafficking. Recognising the changing dynamics around compliance matters, including the risk of modern slavery and human trafficking, Serica regularly reviews and, if necessary, updates its policies and the Code of Conduct.

### **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 complete compliance training, which covers anti-modern slavery, on a regular basis.

## **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 high standards in their respective organisations and supply chains. The Code of Conduct reflects this commitment to acting ethically and with integrity in all Serica’s business relationships and to implementing effective systems and controls to prevent slavery and human trafficking taking place as far as is possible.

## **SUPPLY CHAIN MANAGEMENT**

### **Supplier and contractor checks**

Serica follows rigorous due diligence processes, using BvD (compliance catalyst tool), SEQual and other independent evaluations in its procurement process on its operated assets for suppliers and contractors. BvD is used across industries and the SEQual platform in the oil and gas sector particularly to provide

companies with assurance that there is no slavery or human trafficking in their supply chains.

Where any queries arise from the due diligence, we review these with joint venture partners, as appropriate, and the relevant companies to determine the most appropriate action to take to prevent slavery or human trafficking.

### **Contract terms**

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

### **Audit**

Serica's standard contract terms include the right to audit a 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.

As a SEQual user, Serica also benefits from SEQual's annual randomized audit of a sample of companies.

## **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 Environmental, Social and Governance Report, the latest of which can be found [here](#).