

Harbour Energy plc
Slavery and Human Trafficking Statement
(financial year ending 31 December 2020)

1. Introduction

On 1 April 2021, Premier Oil plc (**PMO**) and Chrysaor Holdings Limited (**CHL**) combined to form Harbour Energy Plc (**Harbour Energy**).

Prior to this combination, and in line with the UK Modern Slavery Act 2015, PMO and CHL (on behalf of their relevant subsidiaries) each published annual statements reflecting their commitment to preventing the occurrence of modern slavery and human trafficking across their businesses, including within their respective supply chains.

2. Organisational structure

Harbour Energy is a leading UK listed independent exploration and production company with operations and assets in the UK, Norway, Indonesia, Vietnam, Mexico, Brazil and the Falkland Islands.

This statement relates to the financial year ending 31 December 2020 and applies to each of Harbour Energy's relevant subsidiaries, as follows:

Chrysaor Limited

Chrysaor North Sea Limited

Chrysaor (U.K.) Sigma Limited

Chrysaor Petroleum Company U.K. Limited

Chrysaor Production (U.K.) Limited

Chrysaor Resources Irish Sea Ltd

Chrysaor (U.K.) Theta Limited

Premier Oil UK Limited

Premier Oil E&P UK Limited

Premier Oil Natuna Sea BV

Premier Oil Vietnam Offshore BV

Premier Oil Vietnam Limited

Premier Oil Aberdeen Services Limited

Premier Oil and Gas Services Limited

3. Policies

Our Global Code of Conduct, Business Principles and related policies (the “**Harbour Policies**”) reflect Harbour Energy’s commitment to prevent modern slavery and human trafficking from taking place in either our business or supply chains.

We expect our suppliers and other business partners to act consistently with the Harbour Policies and to take all appropriate measures to identify and prevent modern slavery and human trafficking from taking place in their businesses and supply chains.

Any unethical behaviour or non-compliance with the Harbour Policies, including human rights grievances, can be reported to us through our management and human resources channels as well as on an anonymous basis via our confidential third-party whistleblowing hotline.

4. Our supply chains

Our supply chain consists of local, national and international third-party providers of goods and services. We have a dedicated team responsible for managing the supply chain, including for the tendering of contracts, award of contracts and successful execution of those contracts.

Our standard form supply chain contracts require our suppliers to respect and comply with the Harbour Policies, including those relating to modern slavery and human trafficking.

In addition, in relation to supply chain contracts for joint venture operations where we are not the operator, we contractually require our operating partners to comply with all applicable laws and regulations.

5. Risk assessment

We consider that there is a low risk of modern slavery and human trafficking taking place in our business and supply chains.

This is mainly due to the sector in which we operate and because most of our suppliers are both staffed with skilled workers and technical specialists and enjoy mature human resource and compliance systems.

We have in place the following controls and systems which assist us in identifying and preventing the risk related to modern slavery and human trafficking across our supply chain:

- **Due diligence, monitoring and engagement:**

We take a risk-based approach to monitoring compliance with all applicable laws including those relating to modern slavery and human trafficking.

If we identify that any of our business activities or relationships pose additional risks to people affected by our operations, we will apply additional scrutiny on a case by case basis.

- **Screening:**

We screen our new suppliers and conduct ongoing monitoring of our existing suppliers.

We do so by carrying out, among other things, due diligence checks using a third-party screening and monitoring tool. Our current systems and processes are further enhanced by our supply

chain due diligence questionnaire, which further assists us in identifying and addressing any risk of modern slavery and human trafficking occurring in our supply chains.

- **Risk assessments for new operating locations and partnerships:**

We have processes in place to risk assess new country entries and new partnerships.

As part of this, we carry out above ground risk assessments (including an assessment of human rights considerations, if relevant) and third party due diligence investigations, including through reputable and established service providers.

6. Staff training

We provide ethics and compliance training to our employees on the Harbour Policies, which include forced/involuntary labour and human trafficking.

7. Effectiveness in preventing modern slavery

We consistently review the effectiveness of the steps we take to identify and prevent, as far as possible, the risk of modern slavery and human trafficking from taking place in our business and supply chains.



Linda Z. Cook
Chief Executive Officer

Approved by the Board of Directors of Harbour Energy PLC
23 June 2021