

Modern Slavery Act Statement

DNO North Sea Modern Slavery Act Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes the slavery and human trafficking statement (“Modern Slavery Statement”) of DNO North Sea plc and its subsidiaries (“DNO North Sea”), as approved by the board of DNO North Sea plc for the financial year ending 31 December 2019.

The board and management of DNO North Sea has a zero-tolerance approach to modern slavery and are committed to ensuring that there is no modern slavery or human trafficking in any part of our business, including our supply chain.

DNO North Sea is an oil and gas exploration and production company headquartered in the UK with group operations (including joint ventures) in the UK, Norway and Ireland. It is parented by DNO ASA, a Norwegian oil and gas company listed on the Oslo Stock Exchange since 1971.

DNO North Sea has the following measures in place to reduce the risk of modern slavery affecting its business and supply chain. Unless otherwise stated, the compliance steps described below were in place or taken during the financial year ending 31 December 2019 and remain in place at the date of approval of this Modern Slavery Statement.

Policies and Procedures

All DNO legal entities comply with the DNO Code of Conduct which focuses on maintaining positive relationships with all counterparties, including business partners, suppliers and the wider communities in which we work.

The DNO Code of Conduct promotes working within the laws and regulations of the countries in which we operate (including, by implication, those relating to forced/involuntary labor and human trafficking), promoting high ethical standards and a culture whereby people are empowered to report issues of concern. Business integrity is a key standard for selection of partners, contractors and other organizations with which DNO North Sea and all members of the DNO group of companies work. The DNO Code of Conduct is communicated to all employees and compliance with its requirements is a condition of employment with DNO North Sea.

DNO North Sea is committed to providing safe and healthy working conditions for its personnel. DNO North Sea’s template contractual terms require the highest standards of business ethics, compliance with applicable laws and commitment to health, safety and the protection of the environment. DNO North Sea conducts its business as a responsible corporate citizen.

Supply chain

Our suppliers are local, national and international. We look to procure products and services from high quality and high integrity suppliers. We achieve this through a robust selection process and ongoing management of suppliers who fully comply with our safety, environment, technical standard and ethical standards.

Contractual terms

DNO North Sea’s template contractual terms for suppliers require the highest standards of business ethics, compliance with all applicable laws and commitment to health, safety and the

protection of the environment and personnel. All suppliers in 2019 were required to acknowledge and comply with the DNO Code of Conduct. As from 2020, all new suppliers are required to comply with a specific DNO Business Partner Code of Conduct, which mirrors the DNO Code of Conduct and is specific to third party suppliers.

Reporting concerns

By encouraging a culture of openness within our organization DNO North Sea aims to prevent malpractice. We encourage all employees to raise issues which concern them at work through the Whistleblower Policy details which are available on the company intranet.

Risk Assessment

DNO North Sea undertook an internal risk assessment to identify and assess potential risks in our supply chain relating to modern slavery and human trafficking in 2017. Since then, DNO North Sea continues to review all potential risks in this and other areas through periodic management discussions and a dedicated Enterprise Risk Management (“ERM”) process. DNO North Sea does not operate in jurisdictions or in a sector which has particular risks associated with slavery and human trafficking but, to the extent risks have been identified, appropriate steps have been taken to mitigate and monitor such risks as outlined above.

DNO North Sea is committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business, and that the same high standards are applied by our business partners. DNO North Sea has a robust set of guidelines and policies in place that inform our work and ensure that we are considering the impact of our corporate behavior as appropriate.

At the time of writing, DNO North Sea is not aware of any current or recent incidents, nor accusations of forced/involuntary labor or human trafficking in our operations or those of our business partners.

This statement was reviewed and approved by the board of DNO North Sea plc.

Signature of Director on behalf of DNO North Sea plc