

Modern Slavery Act Statement

(In compliance with the Modern Slavery Act 2015 (the "Act"))

The Board and management of Repsol Sinopec Resources UK Limited and its subsidiaries (the "**Group**") has a zero tolerance approach to modern slavery of any kind and are committed to ensuring that there is no slavery, servitude, forced or compulsory labour or human trafficking ("**Modern Slavery**") in our supply chain or in any part of our business. Our commitment to acting in a safe, ethical and responsible manner wherever we do business and with all those we deal with is at the core of our values. All those in our supply chain must comply with our Supplier Code of Conduct and Ethics and all applicable laws including the Act.

This statement is made pursuant to section 54(1) of the Act and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2020.

OUR STRUCTURE

Repsol Sinopec Resources UK Limited is an oil and gas exploration and production company headquartered in Aberdeen and operating in the UK North Sea.

Repsol Sinopec Resources UK Limited is a joint venture between Talisman Colombia Holdco Limited (TCHL), an indirect subsidiary of Repsol S.A. and Addax Petroleum UK Limited (APUK), an indirect wholly owned subsidiary of Sinopec International Petroleum Exploration and Production Corporation.

The Group is defined as consisting of, and this statement is made in respect of each of the following companies:

Repsol Sinopec Resources UK Limited
Repsol Sinopec North Sea Limited
Repsol Sinopec Oil Trading Limited
Transworld Petroleum (U.K.) Limited
Repsol Sinopec Transportation (UT) Limited
Repsol Sinopec Alpha Limited
Repsol Sinopec Beta Limited
Repsol Sinopec LNS Limited
Rigel Petroleum UK Limited
Rigel Petroleum (NI) Limited
Repsol Sinopec Pension and Life Scheme Limited
Repsol Sinopec Trustees (UK) Limited
Repsol Sinopec Delta Limited
Repsol Sinopec Zeta Limited

OUR BUSINESS

The Group operates 11 offshore installations (ten fixed and one floating) and two onshore terminals.

Further details about our business can be found on our website - <https://www.repsolsinopecuk.com>

OUR SUPPLY CHAIN

Our supply chain incorporates the sourcing of services and procurement of goods from multiple oil and gas related sectors. We look to procure products and services from high quality suppliers capable of providing solutions that meet the Group's business requirements and standards. We achieve this through a robust sourcing process and ongoing management of contracts entered into with suppliers who can reliably and predictably deliver the desired results and who fully comply with our safety, environmental, ethical and technical standards.

The Group's supply chain management ("SCM") activity is governed internally by a policy, a standard and several processes and procedures to ensure internal alignment on the way we engage with our suppliers. The policy and the standard include a specific reference to the obligation of all SCM activities to be compliant with applicable legislation including the Act.

As part of the sourcing process, a pre-qualification exercise is undertaken, when required, using the database Achilles FPAL as the main source of information. The pre-qualification process is followed by a tender process which includes a risk assessment before contract award using a contractor tier assessment tool, which incorporates the evaluation of the supplier's anti-bribery and corruption compliance, and specific questions to address the obligations under the Act. High value award recommendations are endorsed by a tender board including senior management. The Group's standard terms and conditions include an obligation to comply with all applicable legislation, which includes the Act.

OUR RISK ASSESSMENT

We have undertaken an internal risk assessment to identify and assess potential risks in our supply chain. The Group does not operate in jurisdictions or in a sector which has particular risks associated with it for Modern Slavery. To the extent that potential risks have been identified proportionate steps have been or will be taken to mitigate and monitor such risks.

OUR CODE OF CONDUCT AND ETHICS

We are committed to ensuring that there is no Modern Slavery in our supply chain or in any part of our business and impose those same high standards when engaging with third parties. Our Code of Conduct and Ethics reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure Modern Slavery is not taking place anywhere in our supply chains. We have a zero-tolerance approach to Modern Slavery as stated in our Code of Conduct and Ethics:

"any instance of Modern Slavery in our business or supply chain is a breach of the core values of our business".

We have adopted a Supplier Code of Conduct and Ethics which sets out the performance and standard of behaviour that must be met by our suppliers including in relation to human rights and Modern Slavery.

The Group's standard supplier contractual terms include an obligation to comply with all legislation including the Modern Slavery Act and our Supplier Code of Conduct and Ethics.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Significant new suppliers are subject to an obligatory due diligence questionnaire using an online screening/compliance tool designed by an external consultant. This questionnaire has been enhanced in order to identify and assess Modern Slavery risks. The online screening tool is due to be upgraded in 2021 and specific questions will be included to address the policies and procedures that the suppliers have in place to address Modern Slavery in their businesses and supply chain. Where we perceive a particular risk of Modern Slavery, we undertake enhanced due diligence to ensure that the supplier meets acceptable standards. We take a risk based approach to monitoring our suppliers and this includes improving how we evaluate existing suppliers. When appropriate for monitoring purposes we have the right to conduct an audit.

TRAINING

To ensure a high level of understanding of the risks of Modern Slavery in our supply chains and our business, we provide training to our staff through an eLearning module which must be completed annually by all staff and contractors – our 2021 Code of Conduct and Ethics training programme was launched on 31 March 2021 and included Modern Slavery awareness training. We place a particular importance on awareness of Modern Slavery by those in our supply chain team. Through our training programme, all personnel are encouraged to identify and report any potential breaches of our Code of Conduct and Ethics in accordance with our Whistleblowing standard.

OUR EFFECTIVENESS IN PREVENTING MODERN SLAVERY

We will use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Ensure there are appropriate provisions in contracts with key suppliers;
- Monitor on a monthly basis the number of whistleblowing reports made and remedial action taken; and
- Ensure that all staff and contractors complete the eLearning modules and achieve at least a 90% compliance rate by 30 June 2021.

FURTHER STEPS

We are committed to improving our practices to combat Modern Slavery. We will review the effectiveness of the steps we have taken and, if necessary, take further steps to combat any risks identified after the date of this statement.

This statement was approved by the Board on 28 June 2021 and will be made available on our website.

By Order of the Board



DIRECTOR
REPSOL SINOPEC RESOURCES UK LIMITED
Date: 28 June 2021