

## **Modern slavery statement for financial year ended 31 December 2023**

### **Purpose**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that EnQuest has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

EnQuest PLC is the ultimate parent company of a group of companies and risks relating to slavery and human trafficking are considered across the Group; this statement is therefore made by EnQuest PLC and each of its subsidiaries (EnQuest Heather Limited, EnQuest Petroleum Production Malaysia Limited and EnQuest Advance Limited) that are required to make such a statement in accordance with the Act.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. EnQuest has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or supply chain.

### **Our business**

EnQuest PLC is a public listed, independent oil and gas development and production company operating principally in the United Kingdom and Malaysia.

EnQuest's assets include producing oil fields and a portfolio of discoveries.

### **Our Supply Chains**

EnQuest's supply chain primarily consists of suppliers across wells, operations, decommissioning, facilities management, IT and professional services.

### **Our policies**

#### **Internal Policy**

We operate a number of internal policies across the EnQuest group to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy: we operate a robust recruitment policy, including conducting 'eligibility to work' checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Code of conduct: we have a code that governs the manner in which we behave as an organisation and how we expect our employees to act. It also makes provision for whistleblowing so that employees are able to raise concerns about how colleagues are being treated or practices within our business operations, without fear of reprisals.

#### **Supply Chain Policy**

We have strict methods and policies in place to ensure that our suppliers also adhere to the same standard of ethics. These include:

1. A supply chain policy: we conduct due diligence on suppliers before allowing them to become a preferred/pre-qualified supplier. This includes new supplier forms/self-assessment audits with a modern slavery section and database/online searches to ensure the supplier has never been convicted of offenses relating to modern slavery.
2. Suppliers' databases (licenced contractors): developed and maintained by the relevant country's governing authority; such authority may also make public commitments and disclosure regarding their efforts to address modern slavery in their supply chains.

We conduct on-site audits, where appropriate, which include a review of the supplier's working conditions. Further, as part of our contractual arrangements with suppliers, we are entitled to terminate the contract at any time should any instances of modern slavery come to light.

### **Risk Assessment**

EnQuest is not aware of any slavery or human trafficking within its business or supply chains and no issue in relation to modern slavery has been raised. The highest potential risk of modern slavery in our business would be among our suppliers, who use sourcing companies based in the Far East. However, as mentioned above, there are stringent policies in place to ensure our transparency and integrity.

Considering the nature of EnQuest's business, the overall risk of slavery or human trafficking in our business operations is low.

### **Training**

As appropriate, we conduct training for our procurement/buying teams to ensure they understand the signs of modern slavery and are aware of what to do if they suspect that it is taking place within our supply chain.

### **Approval for this statement**

This statement has been approved by the Board of Directors of EnQuest PLC on 30 May 2024.

Signed:



Amjad Bseisu  
Chief Executive

Date: 30 May 2024