

This statement has been prepared for Hywind (Scotland) Limited, Equinor UK Ltd, Equinor Production UK Ltd and Equinor ASA. It is made pursuant to the UK Modern Slavery Act 2015 and sets out steps taken by the Equinor group during 2023 to seek to prevent modern slavery from taking place in our business and supply chains.

Equinor is an international energy company present in around 30 countries around the world and headquartered in Norway. The Equinor group business mainly consists of the exploration, production, transportation, refining and marketing of petroleum and petroleum-derived products, and production and marketing of renewable energy, and other low-carbon energy solutions.

Modern slavery is a grave violation of human rights, universally prohibited, victimising millions of people globally. It encompasses slavery, servitude, human trafficking, forced labour and other slave-like practices, usually affecting the most vulnerable in society. Modern slavery is a global issue that typically occurs in industries that are labour intensive, low skilled, and often underregulated. The supply chains of large international companies, such as the Equinor group, are complex, with several levels of suppliers and sub-suppliers. Our sourcing of products and services include suppliers in sectors and countries where modern slavery is prevalent.

Corporate policies relating to modern slavery

The Equinor Book, available at equinor.com, sets out our purpose, values and how we work, including how we relate to our employees, business partners, suppliers and communities. The Equinor group's Human Rights Policy (the Policy) and Code of Conduct (the CoC) state our commitment to respect all internationally recognised human rights and to conduct our business consistently with the United Nations Guiding Principles on Business and Human Rights (UNGP's). Our Policy contains an explicit commitment to oppose all forms of slavery, servitude, human trafficking, forced labour and child labour in our value chains, and to be particularly attentive to those most vulnerable to adverse impacts, including children and migrant workers. The Board of Directors oversees the progress of the human rights work, and receives regular updates on key risks, including the specific risks of forced labour. We report our efforts within the Integrated Annual Report (previously Annual Sustainability Report) and the Annual Human Rights Statement, all of which are available on equinor.com.

Our Policy and CoC express the expectation that suppliers and business partners shall comply with applicable laws, respect internationally recognised human rights, including the right to freedom from slavery, human trafficking, servitude, and forced labour, and comply with Equinor group's ethical requirements, when working for or together with us. Equinor encourages stakeholders to communicate potential human rights concerns through designated channels, such as our Ethics helpline and local systems set up by suppliers.

Equinor's Human Rights Expectations of Suppliers (the Expectations) set out general expectations and detailed requirements aimed at preventing known root-causes of modern slavery. These requirements include, but are not limited to, prohibition of worker paid recruitment fees, withholding of personal documentation, restrictions on freedom of movement, excessive working hours, and failure to provide a living wage. Applicable to all suppliers, the Expectations are published on our webpage, in English, Norwegian and Portuguese.

Corporate wide practices relating to preventing modern slavery

The continued effort to implement our Policy provides the basis also for our efforts to prevent modern slavery in our business and our supply chains. Notable actions and priorities in 2023 include:

- Continued follow-up of specific human rights priorities across our supply chain, focusing on risk of forced labour within construction, fabrication, and marine activities.

- Active use of the corporate risk tool for human rights risk management. Risks of a certain severity level, including risks of forced labour and modern slavery, are reported through the organisational levels, including to the Chief Executive Officer (CEO) and the Board of Directors (BoD).
- We continued to prioritise human rights due diligence work in project planning and procurement, as early engagement with possible suppliers, is key to effectively avoid or mitigate potential adverse impacts and facilitate compliance with our human rights expectations.
- Based on our priorities, in 2023, we have performed 25 supplier assessments supported by external human rights experts, resulting in 642 workers interviewed and a total sum of 283 total findings in 7 countries (Angola, Brazil, India, Indonesia, Norway, South-Korea, USA). The most serious findings relate to indicators of forced labour as referenced by the 11 ILO Forced Labour Indicators. Although all such findings are concerning, our primary focus has been towards payment of recruitment fees, retention of identity papers and lack of freedom of movement. The reason for this is that we consider any prevalence of these forced labour indicators to exacerbate the risk of forced labour. No actual impact related to the three priority forced labour indicators (recruitment fees, document retention, freedom of movement) were identified in 2023.
- Additional to the Equinor commissioned assessments reference above, several of our direct suppliers have started to perform third party on-site assessments including worker interviews. Equinor does currently not have reporting procedures in place to be able to track findings and outcomes of such assessments, however, engages on case by case basis with the supplier in addressing findings and following up that actions are taken accordingly.
- Offered support to suppliers in assessing and addressing risk of forced labour through senior level engagement, capacity building opportunities and providing access to third party expertise.
- Developed internal monitoring indicators to address our most salient issue, forced labour like conditions in our supply chain, tracking human rights due diligence in the procurement process and remediation of priority forced labour indicators.
- We have continued our work with industry peers (BP, Orsted and Shell) to improve the rights and welfare of migrant workers in our supply chains, which is central to responsible business conduct and a just transition. As a first step, the companies drafted a set of principles and guidelines in consultation with suppliers and civil society organisations. The aim is to improve accommodation and transport for migrant workers, drive the employer pays principle and implement effective grievance mechanisms. The next step is to pilot the principles and guidelines in fabrication yards in Singapore.
- Based on repeated reports in the public domain of serious labour exploitation in solar supply chains, we continued our efforts focusing on actions to mitigate risks. Equinor continues to address this human right risk through a two-pronged approach; (i) implementation of a human rights strategy to increase traceability in the supply chain for our projects based on systematically implementing lessons learned so far, and (ii) active participation in industry associations working to address the human rights conditions in solar supply chains.

Awareness and training

Training and awareness raising has focused on identification and management of salient issues including forced labour and modern slavery. Our efforts included:

- Training and awareness raising in management and project teams continued, including teams working within our renewables, midstream and marketing portfolios, focusing on relevant risks for the team, including forced labour. Over 1700 employees and hired personnel attended human rights courses arranged through Equinor University, of which 102 employees attended specific human rights in supply chain training.
- The five-module virtual course 'Human rights in practice' continued, targeting human rights professionals and those that work closely with suppliers. The course has been tailor-made for Equinor in collaboration with an external labour rights expert organisation and trains the participants to specifically look for indicators of modern slavery and forced labour. 53 employees have participated during 2023.

- The Board of Director's Safety, Sustainability and Ethics Committee received a human rights deep dive in 2023 related to the risk of forced labour in our supply chain. The Human Rights Steering Committee has during 2023 been actively engaged in discussing how to effectively address key risks at project level, with particular focus on workers' rights including forced labour.
- Continued engagement externally with relevant companies and peers, academia, and expert organisations, often with particular focus on forced labour and modern slavery.

The Board of Directors of Hywind (Scotland) Limited, Equinor UK Ltd, Equinor Production UK Ltd and Equinor ASA have reviewed and approved this statement, to the extent applicable to the entities they represent. They confirm that to the best of their knowledge the information presented in the statement has been prepared in accordance with the requirements of the UK Modern Slavery Act 2015, and associated regulations. The signing has been delegated to the CEO of Equinor ASA.

Stavanger, 12 March 2024



Anders Opedal
Chief executive officer
Equinor ASA

