

## **EQUINOR GROUP'S UK MODERN SLAVERY STATEMENT (UKMSS) FOR THE FINANCIAL YEAR 2024**

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 2024 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 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 the production and marketing of renewable energy, and other low-carbon energy solutions.

Modern slavery is a grave violation of human rights, encompassing slavery, servitude, human trafficking, forced labour and other slave-like practices. 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 and multi-tiered. 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](https://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 continuously strive to respect all internationally recognised human rights and conduct our business consistently with the United Nations Guiding Principles on Business and Human Rights (UNGPs). Similarly, our Policy contains an explicit commitment to continuously strive to avoid all forms of forced labour, and illicit forms of child labour and human trafficking, and to be particularly attentive to those most vulnerable to adverse impacts, including children and migrant workers. The Board of Director's Safety, Sustainability and Ethics Committee oversees the progress of the human rights work, and receives regular updates on key risks, including the specific risks of forced labour. Our efforts to respect human rights, including modern slavery, are described in further detail in Equinor's Integrated Annual Report available on [equinor.com](https://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 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 or grievance channels set up by suppliers and business partners.

Equinor's Human Rights Expectations of Suppliers (the Expectations) set out expectations aimed at preventing known root-causes of modern slavery. They 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. The Expectations document is published on our webpage and is applicable to all suppliers.

### **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 supply chains. Notable actions and priorities in 2024 include:

- An update of our Policy and our salient human rights issues, where worker paid recruitment fees and wage theft are defined as new priorities
- Continued follow-up of specific human rights priorities across our supply chain, focusing on risk of forced labour within construction, fabrication, and maritime activities.

- Continued 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).
- Continued to perform on-site supplier assessments supported by external human rights experts, where the most serious findings relate to indicators of forced labour-like conditions. Additional to the Equinor-commissioned assessments, several direct suppliers have started to perform third party on-site assessments. Equinor engages on a case-by-case basis with the supplier in addressing findings and following up that actions are taken accordingly.
- Continued to offer support to suppliers in assessing and addressing risk of forced labour through capacity building opportunities and providing access to third party expertise.
- Started piloting of internal monitoring indicators relevant to forced labour the supply chain; 1) tracking human rights due diligence in the procurement process and 2) remediation of priority forced labour indicators.
- Continued to work with BP, Ørsted, Shell, TenneT and Petrobras to further develop the Worker Welfare Group, our partnership focused on labour rights and worker welfare requirements within the marine construction sector. The group has developed a set of principles and guidelines to initially support the Singapore marine construction sector to meet international standards for worker rights and worker welfare, particularly focusing on responsible recruitment, improved accommodation, better transport, and improved access to grievance mechanisms. The group has also engaged with key stakeholders to advocate for systemic improvements and, additionally, is working with local organisations to facilitate access to remedy for workers.
- Within the solar industry, there are known concerns of risk of forced labour in supply chains with particular focus on the production of solar photovoltaics (PV) modules. Equinor continues to apply a two-pronged approach; (i) implementation of a systematic methodology for traceability in these supply chains, including third party audits and verifications, and (ii) participation in industry association to frame industry standards and a shared approach to address forced labour risks in solar PV modules supply chains.

#### **Awareness and training**

Training and awareness raising has focused on identification and management of salient issues. Our efforts included:

- Training and awareness raising in executive and senior management and project teams focusing on relevant risks for the team, including forced labour. Over 1,700 participants attended human rights courses arranged through Equinor University, of which 204 participants attended specific human rights in supply chain training.
- The Board of Director's Safety, Sustainability and Ethics Committee engaged in a human rights deep dive on the risk of forced labour in our supply chains. The Human Rights Steering Committee has been actively engaged in 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.*

*The statement was signed by Chief executive officer, Equinor ASA, 4 March 2025.*