

Equinor group's UK Modern Slavery Statement for the financial year 2021

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 group¹ during 2021 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. The Equinor group business mainly consists of the exploration, production, transportation, refining and marketing of petroleum and petroleum-derived products and renewable energy and other low-carbon energy solutions.²

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. The Covid-19 pandemic continues to have disproportional effects on vulnerable groups, including those at risk of being subjected to modern slavery.

Corporate policies relating to modern slavery

The Equinor Book 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), both adopted by our Board of Directors, 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. In the same Policy, we commit to be particularly attentive to those we are at risk of impacting most severely and to those most vulnerable to adverse impacts, including children and migrant workers.

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, or forced labour, and the Equinor group's ethical requirements, when working for or together with us. Equinor encourages stakeholders to communicate potential concerns through designated channels, such as our Ethics helpline.

Equinor's Human Rights Expectations of Suppliers (the Expectations) set out general expectations related to respecting human rights including 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, 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 2021 include:

- Specific human rights priorities across our supply chains were set, focusing on risk of forced labour
- Support to suppliers in assessing and addressing risk of forced labour through senior level engagement, capacity building opportunities and access to third party expertise.

¹ 2021 Annual Report and Form 20F for description of Equinor ASA and Equinor group

² For further information about the Equinor group's business, governance, practices and policies see: www.equinor.com

- 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).
- Adoption of a handful of specific internal monitoring indicators including indicators of forced labour, to help us to better understand our performance and drive further progress in delivering outcomes for people.
- During our early-stage portfolio development of solar energy in 2021 we noted several reports and concerns about potential forced labour in the solar supply chain. To better understand and decide on how to address this risk, we have proactively engaged with peers, partners, suppliers, and industry associations such as the Solar Energy Industry Association (SEIA) to build awareness, seek good practice and increase visibility in our supply chains.
- In 2021, we assessed conditions for workers involved in specific construction projects in Malaysia, China and Singapore. Indicators of forced labour (as defined by ILO) have been identified in 7 contracts or projects we are linked to, most typically in relation to payment of recruitment fees, retention of identity documents, restriction of movement, excessive overtime and substandard living conditions. This translates into 15,323 individuals identified as subject to at the minimum one indicators of forced labour within our value and supply chains. Compensation towards undue payments such as recruitment fees has been confirmed to 6,203 workers in our value and supply chains this year.

Awareness and training

Training and awareness raising continued by way of digital engagement and e-learning, focusing on risk assessment and management of salient issues including forced labour and modern slavery. Our efforts included:

- The Board of Directors Safety Security and Ethics Committee, the Corporate Executive Committee and the Human Rights Steering Committee have been actively engaged in several human rights discussions during 2021, including with particular focus on forced labour issues.
- 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 950 employees completed the Human Rights e-learning in 2021 and specific human rights in supply chain training was delivered to 115 employees
- The five-module virtual course 'Human rights in practice' targeting human rights professionals and those that work closely with suppliers continued. The course has been tailored for Equinor in collaboration with an external expert organisation and trains the participants to specifically look for indicators of modern slavery and forced labour. 16 participants completed the three last modules in the spring, with another 12 completed all five modules in the autumn of 2021. An alumni network for people that have completed the course focuses on exchanging experience and building capabilities related to worker's rights and modern slavery.
- Equinor has continued to engage externally to learn from others, as well as share our experiences in this field, with particular focus on forced labour and modern slavery. We have delivered guest lectures at both The Norwegian and the London School of Economics (NHH and LSE) as part of the CEMS programme and joined numerous roundtable and webinars on supply chain due diligence. We regularly meet with peers and other industry leaders to share experiences and good practices and discuss common challenges, such as how to effectively address forced labour.

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.

Date: 22/3 2022 
 President and Chief executive officer, Equinor ASA