

Equinor group's UK Modern Slavery Statement for the financial year 2022

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 2022 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 Annual Report (previously Annual Sustainability Report) and the new for 2022 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 2022 include:

- Defining, at a corporate level, potential incidents of forced labour in our value chain as the most material risk within our human rights work.
- Continued follow-up of specific human rights priorities across our supply chain, as set during 2021, 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).

- Increasingly, early engagement with potential suppliers to facilitate awareness and compliance with our requirements. Resultingly, Equinor has performed or initiated in-depth risk assessments and supplier engagement prior to contract selection in six projects reaching 12 suppliers in five countries.
- Assessed conditions for workers involved in specific projects in Malaysia, Singapore, South Korea, Thailand, and China. Indicators of forced labour (as defined by ILO) have been identified in one contract we are linked to, most typically in relation to payment of recruitment fees by workers, retention of identity documents, restriction of movement, excessive overtime and substandard living conditions. We work with suppliers to address these findings, and verifications, including feedback from workers, are typically performed to confirm that actions have been effective. Confirmed compensation towards recruitment fee payments have been made to 1,791 workers.
- Due to publicly reported concerns of serious labour exploitation in solar supply chains, we continued our task force focusing on actions to mitigate short-term and longer-term risks. Actions include increasing and requesting traceability throughout the supply chain, seeking contractual safeguards, engaging with industry initiatives, and investigating opportunities for alternative sourcing routes.
- 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.
- Actively pursued opportunities for collaboration beyond bilateral supplier relationships to build collective leverage and seek joint commitments to address systemic issues relating to forced labour.
- Piloted monitoring indicators on forced labour findings and remediation.
- Published Equinor's approach to a just energy transition which puts human rights, including the promotion of decent work and wages, as a fundamental element of the approach.

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:

- 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 2022 with particular focus on forced labour issues and actions.
- 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 1,170 employees completed the Human Rights e-learning, and specific human rights in supply chain training was delivered to 264 employees.
- 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. 30 employees have participated during 2022.
- Continued engagement externally with relevant companies and peers, academia, and expert organisations, often with particular focus on forced labour and modern slavery.
- Internal CEO statement on International Human Rights Day 2022, calling for strengthened and systematic efforts to prevent forced labour linked to Equinor's business activities.

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.


Chief executive officer, Equinor ASA

Date:

22/03/2023