



ANTI-SLAVERY & ANTI-HUMAN TRAFFICKING STATEMENT



This Statement is made pursuant to Section 54 of the Modern Slavery Act 2015, and constitutes Assala Energy U.K. Limited's anti-slavery and anti-human trafficking statement for the fiscal year ending 31 December 2019.

The Act creates offences in respect of all forms of modern slavery including forced or compulsory labour, slavery, servitude and human trafficking. Assala Energy is committed to combating all forms of modern slavery and to take all reasonable steps to ensure that our supply chain and all other parts of our business are free from modern slavery and human trafficking.

Our Business

Assala Energy oversees oil and gas exploration, development and production principally operated through its affiliates, Assala Gabon SA and Assala Upstream Gabon SA (collectively "Assala"). Assala's assets comprise operated fields and interests in non-operated fields.

In addition, Assala owns related infrastructure to support its production, including a network of onshore pipelines and an export terminal. Our strategy is to invest in mid-life and mature assets to increase production and extend field life cycles.

Further information on Assala Energy's business activities can be found on the Assala website.

Organisation and Supply Chain

Assala engages suppliers of goods and/or services primarily in Gabon, but also in the UK and other countries.

Assala's contractual terms require the highest standard of business ethics, compliance with all applicable laws and commitment to health, safety and protection of the environment. We expect and require suppliers, through robust post-award contract management, to uphold and maintain ethical business practices, including measures to prevent slavery and human trafficking in their businesses.

Our Values and Policies

Assala Energy is committed to conducting its activities in a manner that respects individual human rights as set out in the United Nations Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organization.



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Assala's **Code of Conduct** underscores our core principles, our Spirit and our Values, including integrity and respect. We expect our staff and suppliers or third parties working on our behalf to adhere to the Code of Conduct, which makes clear that Assala does not tolerate under-age, forced or bonded labour in any of our activities. Serious violations of our Code of Conduct by suppliers can be grounds for termination of their contract.

Our Code of Conduct encourages everyone to "speak up" by reporting actual or suspected violations of the Code of Conduct. Assala has in place, in addition to other reporting options, an anonymous whistleblowing service (Safecall) so that concerns about breach of the Code of Conduct can be raised, including where fundamental labour rights and respect for human dignity are in jeopardy. Safecall is offered in several languages, and is designed so that employees, suppliers and contractors have a means of communicating potential violations of our Code of Conduct.

Assala conducts annual audits against International Finance Corporation (IFC) performance standards, which include human resources, labour and working conditions. For the 2019 audit, Assala was found to be in material compliance with such best practices. Any minor deficiencies or opportunities for improvement are incorporated into a performance improvement plan, reported to relevant stakeholders, and addressed.

During 2019, Assala completed its annual training on compliance with the Code of Conduct, added queries of labour issues to its Integrity Due Diligence process and continues to raise awareness throughout our operations.

Approval

This statement would have been published as of 30 June but for the temporary diversion of resources to other tasks during the COVID pandemic and related consequences. This statement has been approved by the Board of Directors of Assala Energy UK Limited, which has authorised a director, Mr. David Roux, to sign the statement.

Signed on behalf of Assala Energy UK Limited.

David ROUX
Director / Chief Executive Office

July 27, 2020