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## Modern Slavery and Human Trafficking Statement 2021

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This statement is made in compliance with s.54(7)(a) of the Modern Slavery Act 2015 (the “Act”).

Pharos Energy plc is an international oil and gas, exploration and production company. Pharos is registered and domiciled in England and its head office is in London. The shares of Pharos are publicly listed and traded on the London Stock Exchange. Pharos has oil and gas exploration, field development and production interests in Vietnam, Egypt and Israel.

### Organisation

Pharos is a relatively small organisation with a workforce of 74 employees, based at the Pharos offices in the UK, Egypt and Vietnam.

In Vietnam, the Joint Operating Companies, Hoang Long and Hoan Vu are the designated operators of Pharos’ interests in the Cuu Long Basin, offshore Vietnam and they directly employ their own workforce.

In 2019, Pharos acquired Merlon Petroleum El Fayum Company, an oil and gas, exploration and production company in Egypt operating through a 50/50 joint stock venture with the Egyptian state-owned oil and gas company, EGPC, this joint venture is called Petrosilah. The company was subsequently renamed Pharos El Fayum, to bring it within the Pharos Group. A workforce of 30 staff and contractors joined the group, and this team has been extended during 2019 to 66 employees. Several of the Pharos El Fayum employees are seconded into Petrosilah.

In Israel, Pharos was awarded 8 offshore exploration licences with its partners Cairn Energy plc and Ratio Oil Exploration. There are no employees or offices in Israel at the time of this statement being issued.

Pharos engages only reputable firms, vendors and consultants (collectively “service providers”). Every service provider must undergo stringent due diligence before any contract is awarded. This due diligence comprises an initial questionnaire, which addresses all aspects of the service provider’s business including their position on modern slavery and human trafficking. Where the service provider does not have their own policy on the matter we will share ours and require compliance to the terms of the Pharos policy.

For 2020, in Egypt, Pharos has developed a strategy with Petrosilah to incorporate such provisions into contracts awarded by the joint venture and to ensure that tender documentation includes queries on modern slavery and human trafficking.

In early 2020, Pharos, through the Ministry of Foreign Affairs of Vietnam, contributed towards the repatriation costs of those Vietnamese nationals who were the victims of the recent tragic event in Essex.

In Vietnam we will continue to monitor our contracts and tenders and ensure that where possible in the Joint Operating Companies we promote and implement our policy.

The JOA was signed in Dec 2020 for the Israeli Joint venture and the document contains the appropriate references to Code of Business Ethics and the Modern Slavery Act.

## **Statement**

Pharos fully supports and demonstrates compliance with the Modern Slavery Act 2015. This statement is supported by the Pharos Code of Business Conduct and Ethics, which was revised and approved by the Board in March 2021.

Pharos opposes the crime of slavery in all of its forms, including child labour, servitude, forced or compulsory labour and human trafficking.

The Pharos Health, Safety and Environmental Management System (HSESMS) sets out the company's internal control mechanisms for implementing policy and how breaches or potential breaches are addressed and investigated.

All employees have access to a confidential, anonymous Whistleblowing Helpline, which is underpinned by our policy on Whistleblowing. This line may be used to report any incidents or perceived instances of concern which may include slavery or human trafficking.

Pharos's primary policies for preventing slavery from occurring in any part of its own business or in any of our supply chains are the Pharos Code of Business Conduct and Ethics and the Human Rights Policy.

The principal procedures and mechanisms for implementing the policies are as follows:

- Business Conduct Procedure
- Onboarding Policy for New Business Partners
- Supply Chain Management Procedure
- Contractor Pre-qualification Due Diligence
- Whistleblowing Policy and Independent Hotline
- Corporate and Project Level Grievance procedures

Efforts to prevent modern slavery and human trafficking were focused on the development and implementation of Contractor Pre-qualification Due Diligence. This is supplemented by independent verification and the generation of 'red flag' reports. If a 'red flag' is identified, the Group Risk and Compliance Manager meets with the Group Head of Finance and General Counsel to discuss the service provider, assess the risk and determine whether additional due diligence reporting should be commissioned. Existing service providers are monitored for compliance.

Considerable engagement is undertaken to raise awareness of the issue and to ensure that any queries or concerns may be raised with any member of the Management Team.

Pharos currently assesses the risk of slavery and human trafficking in any part of its business is low. It is acknowledged that the principal requirements of technical and professional qualifications, experience and expertise for corporate and operational roles do make an impact on the risk level. The risk in the supply chain is also currently assessed as a low risk, stringent service provider due diligence with a consistent approach is considered to be appropriate mitigation.

## **Approval**

This Statement is made in accordance with s.54 of the Modern Slavery Act 2015. This Statement was approved by the Board of Directors in March 2021.

A handwritten signature in black ink, appearing to read "Edward Story" or "Ed Story".

**Ed Story**

**President and Chief Executive Officer**

March 2021