

Equinor group's UK Modern Slavery Statement for the financial year 2019

This statement has been prepared for 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 2019 to seek to prevent modern slavery from taking place in our business and supply chains.

Equinor is an international energy company present in more than 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 and universally prohibited, victimising millions of people globally. It is an umbrella term for slavery, servitude, human trafficking, and forced labour and other slave-like practices. The causes of such extreme forms of exploitation of people are complex and usually affect the most vulnerable in society. Modern slavery is a global issue that typically occurs in industries that are labour intensive, low skilled, and underregulated across global supply chains. The supply chains of large international companies, such as the Equinor group, are complex, with several levels of 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 sets out our purpose, values and how we work, including how we relate to our employees, business partners and communities. The Equinor group's human rights policy and Code of Conduct, both part of the Equinor Book and both adopted by our Board of Directors, state our commitment to respect all internationally recognised human rights and to conduct our business consistent with the United Nations Guiding Principles on Business and Human Rights (UNGPs). Our human rights policy contains an explicit commitment to oppose all forms of slavery, servitude, human trafficking, forced labour and child labour in our value chain. In the same policy, we commit to be particularly attentive to those we are at risk of impacting most and to those most vulnerable to adverse impacts, including children and migrant workers.

Our human rights policy and Code of Conduct express our general expectation of our suppliers and business partners to 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 its stakeholders to communicate potential concerns through designated channels, such as our ethics helpline.

In 2019, Equinor published our new Human Rights Expectations of Suppliers (the Expectations). The Expectations operationalise our general human rights expectations of suppliers. As such, they provide detailed requirements aimed at preventing known root-causes of modern slavery; including but not limited to prohibition of worker paid recruitment fees, withholding of personal documentation, limitation on working hours and a right to living wage. Applicable to all suppliers, they are published on our web-page, currently in English, Norwegian and Brazilian Portuguese.

Corporate wide practices relating to preventing modern slavery

The continued effort to implement our human rights policy provides the basis for how we approach the prevention of modern slavery in our business and our supply chains. Examples of improvements during 2019 include:

- Implementation of new human rights risk management guidelines, embedded in the corporate risk tool. Risks of a certain severity level, including risks of modern slavery, are reported through the organisational levels, including to

¹ 2019 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

the Corporate Executive Officer (CEO) and the Board of Directors. We have invested efforts in improving the quality and consistency in human rights risk identification and reporting.

- Development of guidelines and contract clauses to support implementation of the Expectations.
- In 2019 a total of 50 assessments were conducted on mostly tier one and on certain occasions to fourth tier suppliers across 16 countries, selected on the basis of perceived risk of harm to people. Findings include cases of excessive working hours, wage deductions for work mistakes, inadequate recruitment practices, wage levels below living wage, lack of rest days and passport retention. In two specific cases, these findings have been addressed through engagement with workers and capacity building of suppliers and sub-suppliers, including collaboration in defining action plans. Combined results of efforts by suppliers involved in these cases include but are not limited to discontinued practice of passport retention, wage increase, improved conditions in accommodation areas, discontinuation of fees for work mistakes, strengthened recruitment processes, reduced worker paid recruitment fees, and tighter control of working hours. In one pilot, we have assessed the effectiveness of actions through new interviews with workers. The CEO annual sustainability award for 2019 was awarded to the project team that launched the first pilot.
- Engagement with peer companies to launch a platform for sharing human rights assessments of suppliers in the energy sector. The platform has a specific section on modern slavery.

Awareness and training

During 2019, we performed activities aimed at increasing awareness of human rights and our policy commitment, and modern slavery specifically, among our leaders. We continued to train designated functions and teams to enhance the ability to identify and respond to human rights risks in our operations and supply chains. These efforts included:

- The Corporate Executive Committee undertook a human rights training session that included risks of worker exploitation in the supply chain.
- Modern slavery was addressed at the CEO's top-200 leadership gathering, and with 150 sustainability leaders.
- Human rights awareness workshops were held with all business area management committees and many additional management groups as well as with country and asset managers, discussing Equinor risk exposure relevant for each area and group.
- In total 400 employees registered at human rights awareness training sessions and 270 employees that were trained in using the corporate risk tool for human rights risk management.
- Human rights in supply chain training continued and more than 400 employees were trained. Targeted training of key personnel in the Brazil office including selected suppliers was performed, totalling almost a hundred persons.
- Expectations to suppliers were conveyed in all senior management meetings with key suppliers and in five open supplier day events in Norway, with more than 700 supplier representatives attending. Human rights risks related to the marine sector were discussed in a workshop with 10 suppliers in this sector.
- Continued to offer e-learning on human rights awareness to all Equinor employees and consultants. The e-learning was updated in 2019, including a new message from the CEO. In addition to English, also Norwegian and Brazilian Portuguese language versions have been made available. Over 1,100 employees completed the e-learning in 2019.
- Capacity building of sustainability staff specifically on human rights in supply chain through engagement with an external consultant who have assisted in transferring good practice and proven methodology into processes, tools and training material.

The Board of Directors of 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

