

## **Equinor group's UK Modern Slavery Statement for the financial year 2020**

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 group<sup>1</sup> during 2020 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.<sup>2</sup>

Modern slavery is a grave violation of human rights, universally prohibited, victimising millions of people globally. It is an umbrella term for slavery, servitude, human trafficking, 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. 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. The Covid-19 pandemic has had detrimental effects on the most 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 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 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 our 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's Policy was updated in 2020, expressing even stronger expectations of suppliers and business partners, including the commitment to the Voluntary Principles on Security and Human Rights. Equinor encourages its stakeholders to communicate potential concerns through designated channels, such as our ethics helpline.

Equinor's Human Rights Expectations of Suppliers (the Expectations) set out our general human rights expectations of suppliers. 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, 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 Brazilian Portuguese.

### **Corporate wide practices relating to preventing modern slavery**

The continued effort to implement our Policy provides the basis for how we approach the prevention of modern slavery in our business and our supply chains. The year of 2020 was dominated by the Covid-19 pandemic. For the most vulnerable, human rights have been deeply affected. Equinor adapted quickly to ensure appropriate proactive and reactive measures were put in place. Examples of such measures, and other key actions, include:

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<sup>1</sup> 2020 Annual Report and Form 20F for description of Equinor ASA and Equinor group

<sup>2</sup> For further information about the Equinor group's business, governance, practices and policies see: [www.equinor.com](http://www.equinor.com)

- Development of specific guidelines on the implications of the Covid-19 pandemic for supply chain workers to aid conversations with suppliers and to help inform risk assessments throughout the business.
- A letter to Equinor's suppliers, addressing the increased risk of compromising the human rights of workers due to Covid-19, while reiterating our human rights commitment and supplier expectations and encouraging an open dialogue on dilemmas.
- Discussions of the implications of the pandemic on vulnerable supply chain workers with the Corporate Executive Committee and a human rights risk report related to Covid-19 presented to the Board of Directors.
- Application of remote worker engagement to support continued dialogue on improvements when access to sites became restricted.
- Equinor joined the World Business Council for Sustainable Development (WBCSD) Call to Action for Business Leadership on Human Rights. Equinor has also joined the Coalition for Responsible Business in Norway, a multi-stakeholder group requesting national legislation on business and human rights.
- 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).
- Selected on the basis of perceived risk of harm to people, a total of 37 supplier assessments across ten countries were conducted in 2020. Due to the Covid-19 situation, almost three quarters were done through use of remote solutions. Findings include cases of excessive working hours, inadequate recruitment practices, not providing fair wages, lack of rest days and poor accommodation standards.
- In projects with known concerns addressed through supplier actions plans, there has been special focus on the potential new or exacerbated impacts of Covid-19. Some scopes and practises have been adapted, and despite the special situation a total of 350 workers were interviewed in 2020.

### **Awareness and training**

The Covid-19 pandemic greatly affected our offices and operations in 2020. From mid-March working from home became the norm where possible, and all training and awareness building initiatives were adjusted accordingly. We continued to train designated functions and teams to enhance the ability to assess and address human rights risks, including modern slavery in our operations and supply chains. The changed context allowed us to invest more time in training and awareness raising, and we reached more people through these efforts than expected. Our efforts included:

- Four separate sessions where teams were trained in how to assess the increased risk resulting from the Covid-19 pandemic.
- Human rights in supply chain training continued with 190 employees trained
- Over 1,100 employees completed the Human Rights e-learning in 2020
- A new course, Introduction to Human Rights, was designed and run twice. The three-hour classroom or virtual course with emphasis on discussion and dilemmas is open to everyone with an interest in the topic. A total of fifty participants completed the training in 2020.
- The establishment of a new five-module virtual course 'Human rights in practice' aimed at those working with suppliers. The course trains the participants to specifically look for indicators of modern slavery and forced labour. It is tailor-made for Equinor in collaboration with an external expert. Twenty participants completed the course in 2020, and another seventeen started towards the end of the year and completed the first two modules.
- Continued follow up and training in assessing and managing human rights risks using the corporate risk tool. Nearly sixty participants completed the training.
- Targeted human rights awareness and training sessions to management teams and other key personnel. Among the groups given special attention in 2020 were business leaders within our new energy solutions business, various business development staff and project management personnel
- The establishment of an internal human rights network with participants from across Equinor business areas and staff functions, aiming to ensure consistent internal information, sharing good practices and discussing dilemmas
- Sharing of supply chain experiences and tools with other companies and partners
- Continued membership and active participation in the Shift Business Learning Program to build capabilities and inform further improvement initiatives

*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 President and CEO of Equinor ASA.*

Date: 9/3 2021   
President and Chief Executive Officer, Equinor ASA