



Modern Slavery & Human Trafficking Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and has been approved by the Board of Energean plc (“Energean” or the “Company”).

Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Energean, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our business and supply chain. During the financial year 2020, we have taken concrete steps to understand all potential modern slavery risks related to our business, and to implement steps to tackle modern slavery, as outlined in our statement.

About Energean

Energean (LSE:ENOG, FTSE 250, TASE:אנא, TA-35) is a London-based independent E&P company focused on developing resources in the Mediterranean and UK North Sea. Energean has a balanced mix of producing, development and exploration assets and running projects in nine countries in the Mediterranean and the North Sea delivering near- and long-term value creation. Further details on our portfolio and the countries where we operate can be found on our website <https://www.energean.com/operations/>.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's integrity and reputation, respect for the law, compliance with health, safety and environmental standards, and references.

Governance, Policy and Standards

Energiean has in place a corporate culture and business ethics policy, a whistleblowing policy and an anti-retaliation policy for identifying and preventing slavery and human trafficking in our operations.

Whistleblowing Policy - we encourage all employees, contract personnel and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistle-blowers.

Code of Conduct & Corporate culture and business ethics policy encourage employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

Contractual provisions: We have updated all standard procurement contracts to include key contractual provisions that seek to ensure that our suppliers and contractors comply with the international laws on human rights, modern slavery and human trafficking and preserve our auditing rights to these respects.

Supplier due diligence

Since 2019, Energiean has implemented a systematic, risk-based approach, to managing certain supply chain risks, related to business ethics and compliance, including human rights and labour conditions. In 2020, the Supplier due diligence process was extended to include assessments for compliance health check on selected contractors we work with in order to assess and monitor compliance with the respective contractual provisions related to modern slavery statements.

Awareness

Energiean has raised awareness of modern slavery issues by putting up posters on Intranet accessible by all our staff, which explains:

- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

Training

In addition to the awareness programme, Energiean has rolled out a fresh e-learning course to all employees and contract personnel, which covers:

- Various forms of modern slavery in which people can be held and exploited.
- The size of the problem and the risk to our organisation.
- How employees can identify the signs of slavery and human trafficking and should respond if they suspect slavery or human trafficking.
- What external help is available for the victims of slavery.

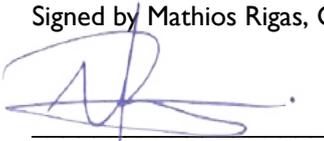
- An attestation from employees that they will abide by Energean anti-slavery policy.

Next steps

In 2021, Energean plans to review the level of risk in each country where it operates or from which it procures services and supplies and will continue to emphasize to our suppliers and staff that our commitment to ensuring that modern slavery and human trafficking is not part of our supply chain.

This statement was reviewed and approved by the Board of Energean plc at the board meeting on 16 April 2021.

Signed by Mathios Rigas, CEO, on behalf of the Board of Energean plc.



Mathios Rigas

Chief Executive Officer -Director

Energean plc

April 2021