



Modern Slavery Act Statement
(in compliance with the Modern Slavery Act 2015 (the “Act”))

This statement is made pursuant to section 54(1) of the Act and relates to the financial year ending 31 December 2023.

The Board and management of Repsol Resources UK Limited and its subsidiaries (the “**Group**”) is committed to ensuring that there is no slavery, servitude, forced or compulsory labour or human trafficking (“**Modern Slavery**”) in our supply chain or in any part of our business. Our commitment to acting in a safe, ethical and responsible manner wherever we do business and with all those we deal with is at the core of our values. All those in our supply chain must comply with our Code of Ethics and Business Conduct for Suppliers and all applicable laws including the Act.

OUR STRUCTURE AND BUSINESS

Repsol Resources UK Limited is an oil and gas exploration and production company headquartered in Aberdeen and operating in the UK North Sea. The Group operates 11 offshore installations (ten fixed and one floating) and two onshore terminals. Further details about our business can be found on our website - <https://www.repsolresourcesuk.com/>

OUR SUPPLY CHAIN

Our supply chain incorporates the sourcing of services and procurement of goods from multiple energy related sectors. We look to procure products and services from high quality suppliers capable of providing solutions that meet the Group’s business requirements and standards. We achieve this through a robust sourcing process and ongoing management of contracts entered into with suppliers who can reliably and predictably deliver the desired results and who fully comply with our safety, environmental, ethical and technical standards.

As part of the sourcing process, a pre-qualification exercise is undertaken, when required, using either the SEQual pre-qualification system or Achilles database as the main source of information. The pre-qualification process is followed by a tender/ procurement process which includes a risk assessment before contract award using a contractor tier assessment tool, which incorporates the evaluation of the supplier’s anti-bribery and corruption compliance, and specific questions to address the obligations under the Act. High value award recommendations are endorsed by an Executive Management Team (EMT) member and are approved in accordance with the financial authority delegation and the Repsol group Norms. The Group’s standard terms and conditions include an obligation to comply with all applicable legislation, which includes the Act.



OUR RISK ASSESSMENT

We have undertaken an internal risk assessment to identify and assess potential risks in our business and supply chain. The risk assessment is kept under regular review to ensure it is up to date.

OUR CODE OF ETHICS AND BUSINESS CONDUCT

We are committed to ensuring that there is no Modern Slavery in our supply chain or in any part of our business and impose those same high standards when engaging with third parties. The Repsol Code of Ethics and Business Conduct reflects our commitment to act ethically and with integrity in all our business relationships and at all times to conduct our business activities in a manner that promotes and respects human rights. The Code of Ethics and Business Conduct for suppliers provides the minimum standard of behaviour that can be reasonably expected from all suppliers along its/their supply chain(s) and reflects our commitment to human rights, integrity and ethical behaviour, environmental protection and safety, as well as the protection and transparency of information to promote a sustainable economy. The Group's standard supplier contractual terms include an obligation to comply with our Code of Ethics and Business Conduct for suppliers.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Significant new suppliers are subject to an obligatory due diligence questionnaire using an online screening/compliance tool designed by an external consultant. Where we perceive a particular risk of Modern Slavery, we undertake enhanced due diligence to ensure that the supplier meets acceptable standards. We take a risk based approach to monitoring our suppliers and this includes improving how we evaluate existing suppliers. When appropriate for monitoring purposes we have the right to conduct an audit.

TRAINING

We provide online training on the Code of Ethics and Business Conduct which is mandatory for all employees. We place a particular importance on awareness of Modern Slavery by those in our supply chain team. Through our training programme, all personnel are encouraged to identify and report any potential breaches of our Code of Ethics and Business Conduct to the Repsol Ethics and Compliance Channel.

OUR EFFECTIVENESS IN PREVENTING MODERN SLAVERY

We will use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain:

- Ensure there are appropriate provisions in contracts with key suppliers;
- Monitor on a monthly basis the number of reports made and remedial action taken; and



- Compliance with mandatory online training on the Code of Ethics and Business Conduct.

FURTHER STEPS

We are committed to improving our practices to combat Modern Slavery. We will review the effectiveness of the steps we have taken and, if necessary, take further steps to combat any risks identified after the date of this statement.

This statement was approved by the Board on 20th June 2024 and will be made available on our website.

By Order of the Board

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JOSE CARLOS -
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DIRECTOR

REPSOL RESOURCES UK LIMITED

Date: 21 June 2024

The Group is defined as consisting of, and this statement is made in respect of each of the following companies:

Repsol Resources UK Limited, Repsol North Sea Limited, Repsol Oil Trading Limited, Transworld Petroleum (U.K.) Limited, Repsol Transportation (UT) Limited, Repsol Alpha Limited, Repsol Beta Limited, Repsol LNS Limited, Rigel Petroleum UK Limited, Rigel Petroleum (NI) Limited, Repsol Pension and Life Scheme Limited, Repsol Trustees (UK) Limited, Repsol Delta Limited and Repsol Zeta Limited