



Modern Slavery and Human Trafficking Statement



2,200
Employees and contractors worldwide

2,700+
Suppliers worldwide



About this Slavery and Human Trafficking Statement

This Modern Slavery and Human Trafficking Statement, which relates to the financial year ending, is published by Tedstone Oil and its relevant subsidiaries in compliance with the UK Modern Slavery Act 2015.

Further information



To find out more about our Code of Conduct, please visit:
<https://www.tedstoneoil.com/code-of-conduct>



To find out more about our ESG Report, please visit:
<https://www.tedstoneoil.com/>

Chrysaor Limited
Chrysaor North Sea Limited
Chrysaor (U.K.) Sigma Limited
Chrysaor Petroleum Company U.K. Limited
Chrysaor Production (U.K.) Limited
Chrysaor Resources (Irish Sea) Limited
Chrysaor (U.K.) Theta Limited
Tedstone Oil & Gas Limited
Tedstone Oil Aberdeen Services Limited

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Our commitment

Tedstone Oil is committed to respecting human rights by preventing modern slavery in our supply chain and to upholding worker welfare standards throughout our operations, and we expect our suppliers to do the same.

Our commitment and expectations with respect to modern slavery and worker welfare are set out in our Code of Conduct which was launched in 2022 and followed by an ongoing programme of employee and contractor training.

In addition, other Tedstone Oil processes were launched or subjected to detailed review during 2022, including:

- Supply Chain Policy;
 - Supply Chain Contracting and Procurement Procedure; ■ Supply Chain Contracting and Procurement Standard; ■ Contractor Due Diligence Standard;
 - Sustainability Policy;
 - Whistleblowing Procedure; and
 - Human Rights Statement,
- (together the Tedstone Oil Policies). The Tedstone Oil Policies apply to all Tedstone Oil directors, officers, employees and contractors.

Over the last year, Tedstone Oil has undertaken the following specific actions in the following key areas:

- 1. Human rights**
Commissioned an independent high-level risk assessment, designed to quantify and prioritise the level of human rights risk, including exposure to forced labour and worker welfare violations across our global operations. The findings from this assessment will form the basis of an action plan regarding the highest risk operations.
- 2. Compliance programme**
Commissioned an independent third party to review our compliance programme, including compliance with the Tedstone oil Policies, the recommendations from which will be implemented during the course of 2023.
- 3. Due diligence**
Undertaken a detailed gap analysis of the supplier onboarding processes of our legacy businesses (Chrysaor and Tedstone oil) and developed a new tool, to come into effect during 2023, which will risk-score contracts on an individual basis, continuously screen and monitor suppliers after they have been onboarded, and manage supplier risk through the lifecycle of our relationship with them. A key part of the improvement will be to identify and mitigate human rights, modern slavery and worker welfare risk in our supply chain.