

Modern Slavery Statement

Dana Petroleum Limited is the parent company of the Dana Petroleum group ("**Dana**"). This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the "**Act**") and constitutes Dana's slavery and human trafficking statement ("**Modern Slavery Statement**") for the year ending 31 December 2022. This Modern Slavery Statement has been adopted by Dana Petroleum (E&P) Limited.

The Act creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking ("**Modern Slavery**"). The board and management of Dana has a zero-tolerance approach to Modern Slavery and are committed to combatting all forms of Modern Slavery and human trafficking within its group, including in our supply chain.

About Dana

Dana is an oil and gas exploration, development and production company with group operations (including joint ventures) in the UK, the Netherlands and Egypt. Dana is headquartered in the UK. Further information can be found [here](#).

Steps taken to prevent Modern Slavery

During 2022, Dana continued to take steps not only to ensure compliance with the Act but also to ensure that we conducted our business in an ethical and responsible manner. This 2022 Modern Slavery Statement documents the key steps Dana has put in place to reduce the risk of Modern Slavery affecting its business and supply chain.

Policies and Procedures

Our Business Integrity Policy promotes working within the laws and regulations of the countries in which we operate, promoting high ethical standards and a culture whereby people are empowered to report issues of concern. Business integrity is a key standard in the selection of partners, suppliers and other organisations with which Dana works. In 2022 Dana launched "Supplier's Corner" which is an area on our external website where relevant Dana policies can be downloaded by our contractors. In doing this, we ensure that all contractors are fully aware of the standards and principles upon which Dana conducts its business.

Supply Chain

Dana favours having suppliers who are registered with an industry recognised supplier verification scheme such as First Point Assessment Ltd ("**FPAL**"). FPAL is an Achilles service which identifies, evaluates and provides pre-qualification information about suppliers on behalf of major buyers in oil and gas. FPAL request that suppliers complete a corporate social responsibility questionnaire answering questions that relate specifically to Modern Slavery within their organisation. The answers to these questions are then fed back to Dana for review. In 2022 Dana completed Compliance Checklists for suppliers not registered with FPAL or an industry recognised supplier verification scheme to ensure appropriate due diligence was completed prior to contracting with a supplier.

Procurement

Dana aims to procure products and services from high quality and high integrity suppliers. We achieve this through our procurement processes which require that a Supply Chain Management representative is involved from the initiation of procurement through to the award of contract. This includes carrying out appropriate risk checks with a third party provider. The third party provider is instructed to complete a search against each potential supplier against drivers of third party risk such as Modern Slavery. Goods and services of higher risk and monetary value are subject to more involved tendering processes. Consideration of quality management systems, policies and related information is a part of this process.

Contractual Terms

Dana requires that all suppliers comply with all applicable laws which encompasses not only full compliance with the Act but other matters such as anti-bribery and corruption, GDPR and tax evasion. Further, Dana's Personnel Services Agreements with recruitment agencies all require that provisions are in place to protect agency workers supplied by contractors, to require that such workers are legally employed and remunerated appropriately. Such provisions seek to protect the status of agency workers and their health and safety.

Reporting Concerns

Dana is committed to conducting its business in a fair, honest and transparent manner. Dana encourages all employees to "speak up" and raise any issues of concern by using our independent third party phone line.

Risk Assessment

Dana has in place a modern slavery risk assessment to identify and assess potential risks within our business and in our supply chain relating to modern slavery and human trafficking. As part of this risk assessment process, Dana audits our joint venture partners to ensure that they comply with the same high standards as Dana does. This risk assessment is kept under regular review to ensure it is up to date.

Training

Dana provides online Modern Slavery training for all employees and contractors to ensure there is an understanding and awareness around Modern Slavery and human trafficking and the provisions of the Act.

On 18th October 2022 Dana promoted Anti-Slavery Day by sending a communication to all employees and contractors to raise awareness of Modern Slavery and human trafficking.

At the time of writing, Dana is not aware of any current or recent incidents, nor accusations of forced/involuntary labour or human trafficking in our operations or those of our business partners.

This statement was approved by the board of Dana on 28th February 2023.

Jaegu Nam

Jaegu Nam (Feb 28, 2023 21:24 GMT)

Signed by Jaegu Nam

Director for and on behalf of Dana Petroleum Limited