

### **CNR International (U.K.) Limited's Modern Slavery Act Transparency Statement (the "Statement")**

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The International Leadership Team of CNR International (U.K.) Limited and its subsidiaries ("CNRI Group") do not tolerate modern slavery in our organisation or in our supply chain. This is consistent with the approach taken throughout Canadian Natural Resources Limited's ("CNRL") worldwide operations and is reflected in CNRL's Code of Integrity, Business Ethics and Conduct and Statement of Human Rights, link below:-

<https://www.cnrl.com/about-cng/code-of-conduct-and-human-rights.html>

**This Statement is made pursuant to s.54 of the Modern Slavery Act 2015 and constitutes the CNRI Group's slavery and human trafficking statement up to and including the financial year ending 31 December 2019.**

#### **1. ORGANISATION'S STRUCTURE**

CNR International (U.K.) Limited is an oil and gas exploration company with its head office based in Aberdeen and operating in the UK North Sea.

Canadian Natural Resources Limited, an Albertan corporation, is the ultimate parent company for each CNRI Group entity.

The CNRI Group includes, and CNR International (U.K.) Limited makes for and on behalf of, itself and the following companies this Statement for and on behalf of, itself and the following companies:

- CNR International (U.K.) Investments Limited;
- CNR International (U.K.) Developments Limited;
- CNRI (G.B.) Limited; and
- CNR International (Trustees) Limited.

#### **2. OUR BUSINESS**

The CNRI Group is in the business of exploring for and producing oil and gas offshore on the UK Continental Shelf.

#### **3. OUR SUPPLY CHAIN**

Our supply chain includes manufacturers and distributors of oil and gas materials and supplies; third party contractors providing equipment, services and personnel as part of the exploration and production process; and third party contractors providing transportation to and from the CNRI Group's production facilities.

The CNRI Group's template contractual terms require the highest standards of business ethics, compliance with applicable laws and a commitment to health, safety and the protection of the environment.

The CNRI Group will exercise its contractual rights against supply chain participants where there is a violation of applicable laws.

#### **4. OUR POLICIES**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment Policy: We operate a robust recruitment policy, including conducting 'eligibility to work' checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

2. Code of Integrity, Business Ethics and Conduct: We are committed to maintaining the highest level of integrity, business ethics and conduct to ensure that the actions of our employees are appropriate at all times in the day-to-day conduct of our business and that we comply with all applicable laws. To ensure all employees know and understand what is expected of them in the performance of their duties, CNRL adopted the Code of Integrity, Business Ethics, and Conduct (the "Code") which is fully applicable to the CNRI Group. All directors, officers, employees, contractors and consultants are required to acknowledge and sign the Code when joining the company and subsequently on an annual basis.

3. CNRL Statement of Human Rights: We believe in, support and are committed to human rights and social justice. Our Human Rights Statement is reflected in the core values of our mission statement — *To develop people to work together to create value for the Company's shareholders by doing it right with fun and integrity* — and in our Code.

#### **5. TRAINING AND AWARENESS**

Although we do not carry out dedicated training on forced/involuntary labour and human trafficking, we issue our Code annually to all directors, officers, employees, contractors and consultants, who have to acknowledge electronically that they have read and understood the Code, to reiterate what is expected of them in the performance of their duties.

We are committed to improving our practices to combat slavery and human trafficking. We will review the effectiveness of the steps we have taken and, if necessary, take further steps to combat risk(s) identified after the date of this Statement.

This Statement was approved by the International Leadership Team on 28 May 2020.

By David Whitehouse, Managing Director

CNR International (U.K.) Limited