



Slavery and Human Trafficking Statement

We know that forced or involuntary labour, child labour and human trafficking is a growing issue across the world, and due to the truly global nature of our sector we need to ensure we understand and act to respond to the risks that we face.

This statement has been prepared by Golar Management Limited, the Group entity we consider to be subject to the requirements of the Act by virtue of carrying on a business in the UK. However this statement covers all of the activities that Golar Management Limited carry out on behalf of Golar LNG Limited and Golar LNG Partners L.P. In accordance with the Modern Slavery Act 2015, the statement sets out the steps we are taking to address modern slavery and human trafficking risks in our business and our supply chain.

An overview of our business and supply chain

We are one of the world's largest independent owners and operators of marine-based LNG midstream infrastructure – active in the liquefaction, transportation and regasification of natural gas. Our fleet of 26 vessels (encompassing assets owned and operated by Golar LNG, Golar LNG Partners and Golar Power) contains LNG carriers, floating storage and regasification units (FSRUs) and floating liquefaction vessels (FLNGVs).

Our principal offices are in Norway (technical and operations) and London (administration), with our executive headquarters located in Bermuda. We also have offices in Croatia, Malaysia, Cameroon and Brazil.

Our supply chain is made up of a range of suppliers providing parts, consumables, equipment and supplies for the vessels. These are procured from across the world, but the majority of our contracts are with European companies, although for some of our fixed vessels (i.e the FSRUs) provisions and supplies are sourced locally to where the ship is located. Additionally, we employ seafarers for our vessels through a network of manning agents, and work with selected shipyards to provide dry docking / maintenance services and also construction and conversion work.

Policies and governance

At Golar, we are strongly committed to honest and ethical business conduct, including our commitment to not using or benefiting from forced, involuntary or child labour, either in our own operations or within our supply chain. In light of the Modern Slavery Act 2015, we have reviewed the content of our Code of Business Ethics and Conduct and our supplier registration processes to ensure they are explicit about this commitment.

Code of Business Ethics and Conduct

The Golar Code of Business Ethics and Conduct (“the Code”) is applicable to everyone working for and on behalf of any Golar companies. The Code states that *“The Company will not use or benefit from, forced or involuntary labour. All employees and full-time contractors shall enjoy the freedom of movement during the course of their employment. Personal/employment documents or payment of compensation must not be withheld, thereby preventing such an employee from terminating his/her employment.”*

On an annual basis, we require all salaried staff and agency / contract staff to confirm they are aware of and have complied with the Code.

Supplier registration

Golar has an established registration process for new suppliers, which requires any prospective supplier to complete a questionnaire outlining their responses to key topics, such as their relevant accreditations and key policies and governance activities (for example health and safety standards). The questionnaires are reviewed by Procurement, Finance and our Health, Safety, Security, Environment and Quality (HSSEQ) team. Depending on the nature of the services being provided, and the responses to the questionnaire, further investigation and assessment may be required by the HSSEQ team.

We have updated this process to include specific reference to forced and involuntary labour, and requiring prospective suppliers to disclose the steps they have taken to ensure that human trafficking and modern slavery do not exist within their operations and supply chains.

Speak Up policy

Golar is committed to ensuring that its business is conducted with honesty and integrity and in compliance with applicable laws and regulations. We take seriously any allegations of wrongdoing, and believe that anyone with knowledge of wrongdoing should not remain silent. Any employee, full-time contractor or worker providing services to Golar concerned about any form of malpractice, improper action or wrongdoing Golar, its employees and full-time contractors or other stakeholders is strongly encouraged to report the matter through our independent ethics hotline, which can be found at www.golarlng.ethicspoint.com.

Modern slavery risk in our own operations

We recognise that modern slavery and human trafficking risks exist in shipping, and therefore our consideration of these risks for Golar has included assessment of our own operations, and particularly arrangements in place in relation to the crew we directly employ.

Whilst we recognise the inherent risks within the shipping industry, we believe that there is a low risk of slavery or human trafficking within our own operations. Factors leading us to this conclusion are that:

- We fully comply with the Maritime Labour Convention (“MLC”), which establishes the standards for seafarer’s rights and working and living conditions.
- We have a collective bargaining agreement in place, which is reflected in all of our seafarer contracts, which not only meets MLC requirements but also meets the expectations of the International Transport Workers Federation.
- We are subject to regular audit and review against these stringent standards, both through internal audits but also through flag State and port State inspections and Class assessments.
- To date, we have received no reports of concerns regarding modern slavery or human trafficking within our operations.

Due diligence in our supply chain

We have undertaken an exercise to assess the risk of modern slavery and bonded labour in our supply chain. We have considered the type of goods or services being provided, geographic location of the supplier and value of expenditure in undertaking this assessment.

Through considering the nature of goods and services procured, we identified the following categories of suppliers as high risk:

- Manning / crewing agents
- Dry docking
- Asset construction / conversion
- Provisions
- PPE, specifically textiles

The next stage of our assessment was to consider the location of the supplier (and known subcontractors) and value of spend for each supplier within the categories outlined above, using a range of publicly available guidance and resources¹ to inform our assessment. As a result, we have identified 16 suppliers who may represent an elevated risk of slavery or human trafficking. We are currently seeking further information to understand how these suppliers minimise the risk of forced or involuntary labour within their operations and supply chain.

Training

We have identified the staff most likely to be in a position to identify potential modern slavery risks, and take appropriate action to address these when they occur. This includes procurement managers for the high risk categories listed above and our Crewing department. In the coming year, all key staff identified will be given training on issues relating to modern slavery/bonded labour, and what they should do when they identify concerns.

Areas of focus for the next 12 months / next steps

This is the first year of undertaking specific analysis of modern slavery and human trafficking risks within our supply chain, and as such we are committed to evolving, improving and developing our approach to combatting modern slavery in the coming year to provide greater comfort that this does not occur within our supply chains.

Our main areas of focus in the coming year will be to:

- Ensure that our procurement officials and other key staff receive modern slavery training
- Consider how the 16 suppliers who represent an elevated risk of slavery or human trafficking are minimising these risks within their operations and supply chains, and have established action plans with these suppliers where we consider insufficient action to have been taken.
- Continue our efforts to enhance our risk assessment, due diligence and audits of high risk suppliers.

We will monitor our progress in these areas throughout the year, with reporting being provided to our Senior Management Team periodically.

Signed



Oscar Spieler, Chief Executive Officer

¹ Transparency International Corruption Perceptions Index
The International Trade Union Confederation Global Rights Index
The Global Slavery Index
US Department of Labor List of Goods Produced by Child Labor or Forced Labor