



Slavery and Human Trafficking Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015.

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. 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 supply chain.

Since we issued our first Modern Slavery statement in 2017, we have focused on evolving and improving our approach to combatting modern slavery and providing greater comfort that it does not occur within our supply chains. In particular, our compliance programme includes:

- Raising awareness for all staff about Golar's stance on this issue, and the need for all staff to be vigilant and challenge practices which they are unsure of, particularly in higher risk areas of our supply chain.
- Requiring all suppliers to attest to not using child, forced or bonded labour within the goods or services they provide Golar, and agree to the terms of Golar's Supplier Code of Conduct
- Identifying, vetting and monitoring higher risk suppliers, based on the type of goods or services being provided and their geographical location. They are required to provide additional information and evidence before they are approved for use.
- Engaging higher risk suppliers to understand their approaches and progress in ensuring that modern slavery does not occur and including human rights practices in our supplier audits.

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. We operate a fleet of 13 owned and 14 managed 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 and Cameroon.

Our supply chain is made up of a range of suppliers providing parts, consumables, equipment and supplies for the vessels. These are procured across the world, but the majority of our contracts are with European companies. Due to the nature of our business, sourcing goods locally is not always possible, however, we continuously try to support local suppliers by procuring goods where our fixed vessels (i.e. FSRU and FLNGVs) are located or where our sailing fleet are in transit, these are usually provisions, consumables and generic supplies.



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. Our Code of Business Ethics and Conduct and our supplier registration processes 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 sign up to Golar’s Supplier Code of Conduct, which has specific reference to human rights, and 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.

This process includes specific reference to forced and involuntary labour, and requires 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 any allegations of wrongdoing seriously 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 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 audits and reviews 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 maintain a risk assessment to identify suppliers that represent an elevated risk of modern slavery and bonded labour in our supply chain. This assessment considers the type of goods or services being provided, geographic location of the supplier and value of expenditure.

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

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

Our assessment also considers 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. We seek further information regarding how any supplier who meets these criteria 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. All key staff identified have been given training on issues relating to modern slavery/bonded labour, and what they should do when they identify concerns.

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



Areas of focus

We remain committed to evolving, improving, and developing our approach to combatting modern slavery in order to take all reasonable steps to prevent it from occurring within our supply chain. Our main areas of focus are to:

- Continue to raise awareness regarding the risks of modern slavery in amongst our staff and our supply chain
- Monitor how the suppliers identified as representing an elevated risk of slavery or human trafficking are minimising these risks within their operations and supply chains and establish action plans with these suppliers where we consider insufficient action to have been taken.
- Continue to enhance our risk assessment, due diligence, and audits of high-risk suppliers.

Signed

Karl Staubo, Chief Executive Officer