



Modern Slavery Statement

For the Financial Year 2022

This statement relates to the financial year ending 31 December 2022. It is made by Ithaca Energy plc and its relevant subsidiaries and affiliates ("Ithaca Energy") including, but not limited to Ithaca Energy (UK) Limited, our main UK subsidiary, pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that the Company has taken and is continuing to take to ensure that modern slavery and / or human trafficking is not taking place within our business or supply chains.

Modern slavery encompasses slavery, servitude, forced and compulsory labour, and human trafficking. Ithaca Energy has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or supply chains.

Ithaca Energy is an independent oil and gas development and production company operating only on the United Kingdom Continental Shelf. Ithaca Energy assets include producing oil fields and a portfolio of prospects and discoveries.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These apply to all Ithaca Energy employees (including agency and contract personnel) and directors. Employees are required to report any concerns regarding modern slavery and / or human trafficking in our business or supply chains. Our policies encourage openness so that employees are able to raise concerns in good faith without fear of reprisals. We address failures by our employees to adhere to our policies, and this may involve disciplinary action, up to and including dismissal for misconduct or gross misconduct. Similarly, if a supplier or other organisation fails to act consistently with our expectations or their contractual obligations this may result in termination of contract.

We expect all of our suppliers and contractors to act consistently with applicable laws, rules and regulations of any governmental or regulatory body, which includes those relating to modern slavery.

Training on our policies forms part of the induction process for new employees and regular training is provided thereafter as necessary. If any employee is in doubt whether a particular act or working condition contravenes any aspect of the policies, they are encouraged to seek guidance from a line manager or any member of the legal department.

This statement has been approved by the Board of Directors.

Alan Bruce

Chief Executive Officer

28 March 2023

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