

Slavery and Human Trafficking Statement for Financial Year 2021/2022



Introduction

Selkie Investments Midstream Topco Limited is the parent and ultimate holding company of the NSMP group ("NSMP"). This statement has been approved by the board of directors of Selkie Investments Midstream Topco Limited.

NSMP does not tolerate any form of modern slavery or human trafficking in our business or supply chain. This statement sets out the steps that we take to identify and prevent, as far as possible, the risk of modern slavery and human trafficking taking place in our business or supply chain.

At NSMP, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2022..

Our business and supply chains

NSMP provides gas transportation and processing services to the oil and gas industry in the North Sea and contracts with businesses in the United Kingdom and Norway for the supply of goods and services.

We have a relationship of trust and integrity with all our suppliers, including px Group Limited ("px") our operating partner, built on mutually beneficial factors. As part of the Operations, Maintenance and Management arrangements, px act as our agent on many

of our supply chain agreements and have in place established on-boarding procedures, including supplier due diligence processes to ensure compliance with all applicable laws. We are not aware of, nor have we been informed of, any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

Risk assessment

During the past year, we have taken steps to ensure that px (who act as our agent) have conducted risks assessments of our supply chain taking into account:

- The business services rendered by the suppliers
- The presence of vulnerable demographic groups
- The jurisdictions and sectors in which we operate

This assessment will determine our response and the risk controls that we implement.

Policies

NSMP operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- **Whistleblowing Policy** - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistle blowers.



- **Anti-Slavery policy** - this policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

Supplier due diligence

NSMP / px (as its agent) conducts due diligence to ensure that on all new suppliers during onboarding and on existing suppliers at regular intervals. This includes:

- Assessing risks in the provision of services
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts

Suppliers are also required to attest that they comply with the provisions of the Modern Slavery Act 2015.

Processes

We expect all suppliers to take appropriate measures to identify and prevent the risk of modern slavery and human trafficking from taking place in our business or supply chain. We assess the suitability of our suppliers and monitor the activities carried out by them on our behalf on a regular basis.

We take a risk-based approach to monitoring our suppliers' compliance with all applicable laws, including those relating to modern slavery and human trafficking. Where appropriate, we conduct additional assurance by way of assessments and/or audits of our suppliers.

We shall continue to monitor and regularly review our existing processes to identify and prevent, as far

as possible, the risk of modern slavery and human trafficking from taking place in our business or supply chain.

Training

During 2022, we continued to roll out an e-learning course for relevant employees, which covers:

- Various forms of modern slavery in which people can be held and exploited
- The size of the problem and the risk to our organisation
- How employees can identify the signs of slavery and human trafficking
- How employees should respond if they suspect slavery or human trafficking
- How suppliers can escalate potential slavery or human trafficking issues to the relevant people within their own organisation
- What external help is available for the victims of slavery
- What terms and guidance should be provided to suppliers in relation to slavery policies and controls

This statement covers 1 January 2022 to 31 December 2022 and has been approved by the board of Selkie Investments Midstream Topco Limited at the board meeting on 16 May 2023.

A handwritten signature in black ink, appearing to read 'Sayma Cox', is written over a light grey rectangular background.

Sayma Cox, CEO

27 June 2023