

Statement Under the UK Modern Slavery Act for Financial Year 2017



About DEA

DEA¹ is an international independent oil and gas company with full life-cycle capabilities across exploration, development and production headquartered in Hamburg, Germany. DEA's primary mission is the secure, environmentally-conscious and sustainable production of oil, natural gas, and natural gas liquids, with business activities especially in Europe, North Africa, and Latin America. DEA has more than 100 years of pertinent experience in the industry, and is both an operator and an active non-operating partner in international joint ventures.

Our Commitment

DEA conducts its business activities in a manner that is legally and ethically beyond reproach, in compliance with all applicable laws and regulations, and in line with the DEA Code of Conduct. The DEA Code of Conduct emphasizes that DEA is committed to the ten principles of the UN Global Compact initiative, including the principles to support and respect the protection of internationally proclaimed human rights, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation.

Our Policies and Procedures

DEA has various policies and procedures in place to ensure that its business is conducted in an ethical and legal manner and that its suppliers and other business partners abide by this principle as well.

The DEA Code of Conduct requires that DEA does not have business relationships with suppliers and other business partners who are known to be in violation of the principles underlying the UN Global Compact initiative. Potential new suppliers and other business partners of DEA are subject to an appropriate compliance review by DEA prior to the commencement of a business relationship, and existing suppliers and business partners are subject to an ongoing monitoring. These policies are based on the DEA Code of Conduct and further specified in sections 2 and 4.8 of the DEA Anti-Corruption Policy and additional internal guidelines.

DEA works to further honour the principles of the UN Global Compact in its business relationships, and DEA expects its suppliers and other business partners to comply and support compliance with these principles as well. Agreements with business partners reflect this expectation, and contain clauses in which business partners commit that they, in connection with their business relationships with DEA, will not violate key compliance and anti-corruption requirements and principles of the DEA Code of Conduct as specified by DEA. In 2017, DEA expanded its business activities in Mexico by the acquisition of an exploration license in the Gulf of Mexico and of a 50% share in an onshore oilfield, which resulted in the extension of aforementioned policies and procedures to these new activities.

¹ DEA means DEA Deutsche Erdoel AG and all companies inside and outside of Germany that are directly or indirectly controlled by DEA Deutsche Erdoel AG.

Awareness and Continuous Monitoring

In order to ensure a high awareness of all employees of aforementioned commitments, policies, and procedures, DEA has established and maintains a strong compliance culture. This includes - but is not limited to - an effective communication of the DEA Code of Conduct in a video-message to all employees, compliance trainings for all employees to emphasise the importance of acting with integrity and in line with the DEA Code of Conduct, and confidential communication channels for reports and questions on actual or potential violations of the DEA Code of Conduct. DEA is continuously monitoring its own business and supply chain to identify, assess, and mitigate any potential risks of modern slavery.

For more information, please visit our corporate webpages:

[DEA Compliance \(incl. Code of Conduct and Anti-Corruption Policy\)](#)

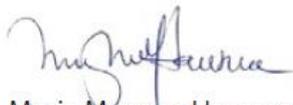
[DEA QHSE Policy](#)

[DEA Procurement Principles](#)

[DEA Sustainability Report 2017](#)

DEA Deutsche Erdoel AG

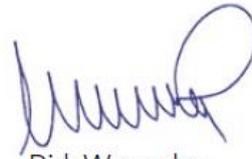
Hamburg, 15 June 2018



Maria Moræus Hanssen
CEO, Chairwoman of the Board



Dmitry Avdeev
Chief Financial Officer



Dirk Warzecha
Chief Operating Officer