Modern Slavery & Fair Work Policy

Effective Date: 25 October 2026

This statement complies with Section 54, Part 6 & 7 of the Modern Slavery Act 2015.

Pliosaur Energy is committed to acting ethically, responsibly and with integrity across our operations and supply chains. We have a zero-tolerance approach to modern slavery and all forms of worker exploitation. For the purposes of this policy the term 'Modern Slavery' encapsulates slavery, servitude, forced or compulsory labour. Furthermore, Worker exploitation includes but is not limited to human trafficking, child labour, unsafe working conditions and excessive working hours.

This policy applies to all employees, workers, contractors, suppliers, subcontractors and business partners acting for or with Pliosaur Energy. We expect suppliers to uphold equivalent standards and to cascade them through their own supply chains.

Pliosaur Energy will carry out risk-based due diligence on suppliers, focusing on higher-risk areas including construction, facilities management, contracted labour, logistics, technology, field operations, offshore activity, and the sourcing of equipment, materials and components. Suppliers may be required to confirm compliance with the Modern Slavery Act 2015, provide relevant policies, support audits or reviews, and take corrective action where concerns arise.

We support fair work principles, including lawful recruitment, right-to-work checks, written employment terms, safe working conditions, non-discrimination, payment into workers' own accounts, and payment of at least the legal minimum wage, with support for Living Wage principles where practicable.

All employees must remain vigilant and report concerns. Pliosaur Energy will maintain confidential reporting and whistleblowing routes by protecting those raising concerns in good faith.

We will provide relevant training, review risks and controls regularly, and continually improve our approach to preventing exploitation and promoting fair work.

Jerry Trevarthen

Director – Pliosaur Energy Ltd