



Tullow Oil: Modern Slavery Statement

This Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and has been approved by the Board of Tullow Oil plc.

Introduction

Tullow¹ is committed to respecting internationally recognised human rights, including fundamental labour rights and international labour standards as set out in the Universal Declaration of Human Rights, and the ILO's Declaration on Fundamental Principles and Rights at Work. We recognise that the nature and context of our business – which is often based in remote areas in developing countries – exposes our business to the potential risk of instances of modern slavery and human trafficking. We will work to continually assess the extent of this risk and to take steps to ensure that forced or bonded labour have no place in Tullow's business or supply chain.

About Tullow

Tullow Oil plc is a leading independent oil & gas exploration and production company, headquartered in London and listed on the London, Irish and Ghanaian stock exchanges. Our portfolio of over 100 exploration and production licences spans 18 countries. We create value for our business by finding, selectively developing and selling oil. Our business model describes how the different parts of the Group work together to run our business and create value, and can be found on our website.

Our Supply Chain

The risk of modern slavery occurring in Tullow's own business or supply chain will in part depend on the level of activity being carried out in each country, which ranges from the recent acquisition of exploration licences through to both operated and non-operated production.

We rely on international suppliers, as well as local suppliers in our countries of operation, to deliver key components of our operations. Prior to contract award, we raise awareness amongst our suppliers of our Code of Ethical Conduct and require Compliance questionnaires to be completed.

¹ Tullow Oil plc is the parent company of the Tullow Group of companies. In this statement, "Tullow", "we", "us" and "our" are sometimes used to refer to Tullow Oil plc and its subsidiaries.

Governance, Policy and Standards

Tullow Oil plc is governed by its Board, which approves the company's strategy, determines its key policies and reviews management and financial performance.

Tullow's Code of Ethical Conduct prohibits the use of under age, forced or bonded labour and sets out our expectations on respect for fundamental labour rights and freedom from harassment. Our speaking-up mechanism, SafeCall, is designed to provide employees, suppliers and contractors with a safe and secure method of reporting matters related to their working environment.

Our Human Rights Policy, published in 2016, sets out our commitment to respecting internationally recognised human rights, including fundamental labour rights such as the elimination of forced or compulsory labour. Tullow seeks to identify and assess human rights impacts related to our operations, including through requirements in our Environmental and Social Impact Assessments.

Training

All Tullow staff, including contractors and Board members are required to complete the Company's new Code of Ethical Conduct e-learning course, which was developed to support application of the Code in our day-to-day activities. As noted above, the Code prohibits the use of under age, forced or bonded labour. We also undertake an annual Code Certification process, obtaining disclosure from staff about their compliance with the Code and its accompanying standards, procedures and guidelines.

Next steps

In 2017, we will continue to emphasise to our suppliers our commitment to ensuring that slavery and human trafficking is not part of our supply chain. We will incorporate this commitment in our standard procurement contracts, including a requirement for our suppliers to comply with all applicable anti-slavery and human trafficking laws.

This statement was reviewed and approved by the Board of Tullow Oil plc.

Signed for and on behalf of the Board of Tullow Oil plc.

A handwritten signature in black ink, appearing to read "P. McDade".

Paul McDade
Chief Executive Officer
26th June 2017