

# Modern Slavery Statement 2017

THIS STATEMENT IS MADE PURSUANT TO SECTION 54 OF THE U.K. MODERN SLAVERY ACT OF 2015 (THE “ACT”) AND HAS BEEN APPROVED BY THE KOSMOS ENERGY LTD. (“KOSMOS”) BOARD OF DIRECTORS.

KOSMOS AND ITS SUBSIDIARIES ARE COMMITTED TO COMPLYING WITH THE REQUIREMENTS OF THE ACT AND TO TAKING ALL REASONABLE STEPS TO ENSURE THAT ALL TYPES OF MODERN SLAVERY, INCLUDING HUMAN TRAFFICKING AND FORCED LABOR, HAVE NO PLACE IN ANY PART OF OUR BUSINESS OR OUR SUPPLY CHAIN.

## I. ABOUT KOSMOS

Kosmos is a pure play deepwater oil and gas company with growing production, a pipeline of development opportunities, and a balanced exploration portfolio along the Atlantic Margin.

In 2017, our assets included growing production offshore Ghana and Equatorial Guinea, a competitively positioned Tortue gas project offshore Mauritania and Senegal, and a sustainable exploration program balanced between proven basins (Equatorial Guinea), emerging basins (Mauritania, Senegal and Suriname), and frontier basins (Cote d'Ivoire, Sao Tome and Principe, Morocco and Western Sahara).

## II. GOVERNANCE

Kosmos is governed by its Board of Directors which determines the company's strategy, approves key policies, and reviews operational and financial performance. In 2013, the Board of Directors adopted the company's [Business Principles](#) which articulate our commitment to transparency, ethics, health, safety, the environment, and human rights – including a clear statement opposing slavery and human trafficking.

Kosmos is also a member of the United Nations Global Compact and has adopted the United Nations Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights.

## III. HUMAN RIGHTS POLICY

As a key component of our Business Principles, our [Human Rights Policy](#) states: “We recognize fundamental labor rights, including freedom of association. We will not permit child labor at our operations or tolerate slave or bonded labor or the unfair treatment of migrant workers.”

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To ensure these requirements are implemented in our business, we conduct in-country employee, contractor and supplier training on labor rights and compliance with our Human Rights Policy. We have also used third party experts to conduct labor rights risk assessments of our operations in some countries to better understand our risks during different phases of operations.

In keeping with our [Human Rights Policy](#), Kosmos maintains grievance mechanisms in all countries of operation through which employees, contractors, and other stakeholders may raise matters of concern and workplace related grievances. Kosmos also maintains a Whistleblower Hotline as a vehicle for employees, contractors, third parties and others to report anonymously, without risk of retaliation, potential violations of any Kosmos policy. We provide training and information about our Whistleblower Hotline in the official language of each country where we operate. We investigate any potential violations of our policies and determine if the responsible party can implement corrective actions or if we need to terminate the relationship. When appropriate, we will also report violations to local authorities.

#### **IV. SUPPLY CHAIN DUE DILIGENCE AND RISK ASSESSMENT**

We are committed to maintaining effective systems and procedures to prevent modern slavery from taking place within our operations or our supply chain. The primary risk of encountering modern slavery in our supply chain

concerns our reliance on both international and local suppliers in the countries where we operate. We exercise care in the selection of vendors, suppliers, and contractors, and we expect the same high standards of conduct from them that we observe in our own company.

Our contractor vetting process includes background checks and thorough onboarding to ensure alignment with Kosmos' values and policies. We have recently modified our Master Services Agreements which now require contractors to respect internationally recognized human rights, including not employing forced labor, trafficked labor or exploitative child labor, among other requirements that protect workers from inhumane treatment and discrimination.

#### **V. OUR FORWARD PLANS**

We are committed to improving our assessment and management of potential risks associated with slavery and human trafficking. In 2018, we plan to deepen our engagement with contractors and co-venturers on the broad range of human rights and labor rights issues in an effort to make our policies and practices consistent. Specific additional steps will include an enhanced, risk-based contractor audit program and further risk assessment in evaluating new business opportunities.



**Andrew G. Inglis**  
**Chairman of the Board of Directors**  
**Chief Executive Officer**



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