



MPRL E&P Pte Ltd.

CORPORATE SOCIAL RESPONSIBILITY POLICY

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DOCUMENT TITLE: CORPORATE SOCIAL RESPONSIBILITY POLICY

AUTHOR: HEAD OF CSR & COMMUNICATIONS

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APPROVED BY: COUNTRY MANAGER

OBJECTIVES

MPRL E&P is committed to being a responsible investor in the long-term development of the host nation by conducting business operations to the highest standards.

Our goal is to be honest and conduct business with integrity with the people we work with, which can include, but is not limited to, local communities, business partners, and governments, and to maintain respect for cultural, national, and religious diversity.

APPLICABILITY

MPRL E&P expects active participation in achieving its goals and commitments by all employees and managers regardless of corporate hierarchy, contractor, and/or suppliers who individually and collectively are responsible for performance across the business value chain.

Breach of the MPRL E&P Corporate Social Responsibility Policy may result in disciplinary action, up to and including dismissal. Contracted personnel who fail to comply with this policy may have their contract terminated, not renewed, or be subject to other appropriate actions. MPRL E&P reserves the right to amend or update this policy as required from time to time.

COMMITMENT

Company directors, personnel, and contractors are responsible for ensuring strict compliance with this policy, and specifically to:

- Respect individuality and diversity of all employees, treating them fairly and without discrimination.
- Commit to equal opportunity in all aspects of employment and encouragement in diversity.
- Stimulate personal growth of all employees through promotion of creativity and teamwork.
- Provide a safe, secure, and worker friendly environment that promotes career opportunities for self-development.
- Ensure compliance with the MPRL E&P Health & Safety Policy and Environmental Policy by all personnel involved in our activities.
- Contribute to the sustainable development of communities through active engagement and dialogue.
- Maintain high ethical standards and support transparency in all of our activities.
- Encourage our partners and stakeholders to observe and uphold similar standards wherever possible.



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RESPONSIBILITIES

MPRL E&P executive management is accountable for the implementation of this policy. Implementation is achieved by adhering to our management systems, and where appropriate, the management systems used by those who work with us.

The Corporate Social Responsibility Policy will be reviewed every two years to ensure that it is aligned with the changes in our business and external environment, including changes to national context and legal requirements.

REVIEW, MONITORING AND REPORTING

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