



MPRL E&P Pte Ltd.

HUMAN RIGHTS POLICY

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DOCUMENT TITLE: HUMAN RIGHTS POLICY

AUTHOR: HEAD OF CSR & COMMUNICATIONS

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APPROVED BY: COUNTRY MANAGER

POLICY STATEMENT

MPRL E&P conducts business operations to the highest standard of ethics respecting and protecting internationally recognized Human Rights during the process. We endeavor to protect and promote Human Rights by coordinating with all stakeholder within our sphere of influence.

Human Rights abuses will not be tolerated nor encouraged in all projects undertaken by the company. This Human Rights Policy Statement is applicable to every operation acknowledging the rights of employees and the rights of local communities.

Community Rights:

MPRL E&P strongly encourages employees, contractors, Non-Governmental Organization and governmental bodies to address the rights of communities surrounding our operations, through active engagement and dialog:

- Continuous community consultation and needs assessments are conducted to identify the needs of the community and concerns, enabling us to examine ways to proactively address them;
- We recognize and respect the culture and rights of indigenous peoples and endeavor to promote the practice of their traditions and customs; and
- We recognize the communities' right to fulfill community duties essential to free and full development, highlighting our commitment to promoting community empowerment and improvement through sustainable development.

Employee Rights:

- We provide safe, secure, and worker friendly environment;
- We are an equal opportunities employer;
- We positively stimulate professional and personal growth of our employees through promotion of creativity and teamwork;
- We do not use any forced or compulsory labor;
- We do not discriminate against race, religion, gender, age, sexual orientation, religion, nationality or ethnicity; and
- All employees have the right to join trade unions, where such rights are recognized by law.



MPRL E&P Pte Ltd.

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POLICY

OBJECTIVES

Human rights abuses will not be tolerated or encouraged in any projects undertaken by the company including, but not limited to, misuse of our equipment and facilities. The MPRL E&P Human Rights Policy is applicable to every operation, acknowledging the rights of employees and the rights of local communities.

APPLICABILITY

MPRL E&P expects active participation in achieving its human rights 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 Human Rights 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

MPRL E&P conducts business operations to the highest standards of ethics, respecting and protecting internationally recognized human rights requirements during the process. We endeavor to protect and promote human rights by coordinating with all stakeholders within our sphere of influence. To achieve this objective:

- MPRL E&P will seek to understand the concerns of potentially affected stakeholders including, but not limited to, its employees and communities. Engagement with primary stakeholders will take place at the earliest stage possible in order to identify and mitigate human rights risks of activities and business relationships.
- MPRL E&P will respond to concerns and work to optimize benefits in each operating asset.
- An ongoing due diligence process will take place to continually monitor and review human rights risks and uphold MPRL E&P's respect for human rights.
- Technical assistance, capacity building, and awareness raising with stakeholders will take place to ensure MPRL E&P's Human Rights Policy is understood and integrated within the organizational culture.
- Consultants, agents, and contractors will be made aware of and must comply with the company's Human Rights Policy. The Human Rights Policy, procedures, and progress updates will be publicly available on MPRL E&P's social media platforms.



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RESPONSIBILITIES

The CSR Department has general oversight for MRPL E&P's Human Rights Policy, such as reviewing the policy on a regular basis and conducting an annual review of the company's performance against this policy, stated goals, and objectives.

REVIEW, MONITORING AND REPORTING

To ensure the successful implementation of this policy MPRL E&P will:

- Provide a human rights information session to all employees to ensure the policy and its procedures are understood. Information sessions will be provided twice a year. Employees will rate the effectiveness of each session to identify improvements that can be made.
- Act in accordance with the Business and Human Rights Guiding Principles where our operations are located in areas of conflict or high human rights risk.
- Communicate openly and transparently to our stakeholders regarding MPRL E&P's approach to human rights by reporting on performance through a variety of engagement methods that include, but not be limited to, disclosure workshops, coordination meetings, and performance reviews.
- When required, screen contractors and suppliers to identify and manage risks by utilizing the MPRL E&P contractor and supplier-screening tool.
- Coordinate with industry peers to improve human rights practices.
- Assess and mitigate risks associated with operations. A human rights risk assessment will be a part of an environmental and social impact assessment in all assets operated by MPRL E&P. Identified impact and mitigation measures will be available in a report and accessible via the MPRL E&P's website.
- Review the Human Rights Policy 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.