



MPRL E&P Pte Ltd.

LAND ACQUISITION POLICY

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DOCUMENT TITLE: LAND ACQUISITION POLICY

AUTHOR: HEAD OF CSR & COMMUNICATIONS

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APPROVED BY: COUNTRY MANAGER

OBJECTIVES

MPRL E&P is committed to minimizing its business risks and adverse socio-economic impact on primary stakeholders as a result of project related land acquisition.

The purpose of the policy is to ensure that a fair and transparent process is followed and communities and households are adequately compensated for project related land acquisition.

In order to be consistent with our objectives, MPRL E&P applies the following fundamental goals:

- Avoid situations that promote involuntary resettlement;
- Provide compensation for loss of assets at fair cost; and
- Ensure that in situations where involuntary resettlement is unavoidable, resettlement activities are implemented with appropriate disclosure of information, consultation, and informed participation of those affected.
- To comply with prevailing applicable laws and regulations involving resettlement.

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 Land Acquisition 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.



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CONTINUED

COMMITMENT

MPRL E&P recognizes that land acquisition can occur through voluntary market transactions as well as through compulsory procedures in accordance with the legal system of the host country. Together with the policy and both the national and international context, the following commitments will be implemented throughout our operations:

- Avoid situations that will lead to involuntary resettlement, however, where unavoidable, all people affected by the operations will be fully and fairly compensated for affected assets in accordance and collaboration with government authorities and the prevailing laws.
- Develop land acquisition or land use procedures or other compulsory procedures in accordance with the national legal system and regulations.
- Develop a resettlement action plan (RAP), where appropriate in order to manage risks impacting people affected by the operation and to justify their displacement.
- Continuous engagement will take place to ensure affected people are consulted and are involved in resettlement planning to ensure that the mitigation of adverse effects as well as benefits of resettlement are appropriate and sustainable.
- Ensure timely disclosure of information about the proposed project, planning and its likely adverse impacts concerned with land use through consultations and discussions with communities.

RESPONSIBILITIES

The CSR Department has general oversight for MPRL E&P Land Acquisition Policy and involuntary resettlement activities such as reviewing the policy and procedures on a regular basis, initiating engagement with affected stakeholders, implementing necessary assessments, and conducting a review of the company's social performance against this policy and stated goals and objectives. In addition, the CSR Department will ensure this policy is implemented across the company and will respond to social related questions addressing sustainability, environment, and governance.

REVIEW, MONITORING AND REPORTING

This policy will be reviewed annually to ensure that it is aligned with changes in our business and external environment, including changes in the national context and legal requirements. MPRL E&P executive management is accountable for the implementation of this policy. Training will be provided to MPRL E&P staff and contractors to better understand land acquisition processes and grievance mechanism processes, including compensation criteria as per existing laws and regulations. We seek to apply internationally accepted standards, such as IFC Performance Standards, to review the impact and risks that projects pose on individuals, households, and communities. Further assistance will be sought from professional and consulting organizations to provide guidance and support when needed.