



**MPRL E&P Pte Ltd.**

## COPORATE SOCIAL RESPONSIBILITY POLICY

**DOCUMENT NO. : MPRL E&P/CSR/001/2020/03**  
**DOCUMENT TITLE : COPORATE SOCIAL RESPONSIBILITY POLICY**  
**AUTHOR : HEAD OF CSR & COMMUNICATIONS**  
**DATE : 16 SEPTEMBER 2020**  
**APPROVED BY : EXECUTIVE MANAGEMENT OF MPRL E&P PTE LTD.**

### 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. We recognize that we must integrate our business values and operations to meet the expectations of our stakeholders.

We shall ensure a high level of business performance while minimizing and effectively managing risks, upholding our core values of honesty, partnership, accountability and integrity in our relationships with all our stakeholders, and maintaining 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

MPRL E&P defines corporate social responsibility as adhering to standards which ensure that its activities are carried out in a sustainable manner, and recognizes its voluntary responsibility to be a good citizen for the societies which we directly interact with. We firmly believe that the trust, credibility, and goodwill that we have built in our communities help to create a positive social, working, and business environment.

In alignment with the company's principles of Code of Conduct, company directors, personnel, and contractors are responsible for ensuring strict compliance with this policy, and specifically to:

- Create an inclusive business that practice fairness, equality of opportunities for career and personal development, and respect for individuality and diversity in all employment policies and procedures.
- Commit to equal opportunity in all aspects of employment and encouragement in diversity.
- Provide, and strive to maintain, a clean, healthy and safe working environment in line with the MPRL E&P Occupational Health and Safety Policy and safe systems of work.



**MPRL E&P Pte Ltd.**

# COPORATE SOCIAL RESPONSIBILITY POLICY

CONTINUED

- Ensure compliance with the MPRL E&P Environmental Policy to minimize environmental impact and to promote a positive environmental stewardship culture.
- Build mutually beneficial relationships with host communities and contribute to their sustainable development through active engagement, dialogue and community investment initiatives.
- Support and encourage our employees to help local community organizations and activities in our regions, particularly our employee chosen charities.
- Maintain accountability and transparency in all of our activities by carefully considering potential impacts of our business decisions on stakeholders and addressing them timely and effectively.
- Encourage our partners and stakeholders to observe and uphold these standards wherever possible.

## **ACCOUNTABILITIES**

The Executive Management of MPRL E&P 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 CSR Department will ensure this policy is implemented across the company and will respond to socially related questions addressing sustainability, environment, and governance. In addition, the CSR Department will also promote a culture in which all employees share our CSR commitments.

## **REVIEW, MONITORING AND REPORTING**

The Corporate Social Responsibility Policy will be reviewed every two years to ensure that it is aligned with changes in our business and external environment, including changes to national context and legal requirements. We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfill the requirements outlined within this policy.