



MPRL E&P Pte Ltd.

DIVERSITY AND INCLUSION POLICY

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AUTHOR : HR MANAGER AND CORPORATE AFFAIRS MANAGER
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APPROVED BY : EXECUTIVE MANAGEMENT OF MPRL E&P PTE LTD.

OBJECTIVE

MPRL E&P believes that a workforce diverse in ideas, thoughts, knowledge, skills, experience, and gender helps us:

- Attract and retain employees from the widest possible pool of talent.
- Foster a culture that reflects our company values of honesty, integrity, and excellence.
- Improve innovation, creativity, inspire critical thinking, and problem solving.
- Create a dynamic environment that leads to higher performance, greater employee engagement, and satisfaction.
- Maintain a competitive advantage for the long-term success of the business.

APPLICABILITY

MPRL E&P expects active participation in achieving its diversity and inclusion 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 Diversity and Inclusion 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 is committed to actively fostering, cultivating, and preserving diversity, including diversity of gender and background, in its day-to-day operations in order to stay at the forefront of the upstream oil and gas industry in Myanmar. MPRL E&P will:

- Foster an organizational culture that promotes diversity and inclusion.
- Uphold all of our employees to adhere to the highest ethical standards, including treating others with dignity and respect during work, at work functions on or off the work site, and at all other company-sponsored and participative events.
- Recruit, develop, and promote employees based on competence and build high-performing teams with complementary skill-sets.
- Provide access to opportunities to enable inclusive behaviors at all levels of the organization.
- Support diversity and inclusion initiatives across MPRL E&P (e.g. offer internship and training programs for female talent early in their careers and identify female talent from within and provide training opportunities that prepare women to assume leadership roles within the business)
- Employ a zero tolerance approach to discrimination and harassment.
- Monitor recruitment of new hires, promotions of current employees, and turnover across the organization.
- Openly communicate with all of our stakeholders how we fare against our goals.



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ACCOUNTABILITY

MPRL E&P Executive Management is accountable for the MPRL E&P Diversity and Inclusion Policy. Human Resource Department is responsible for implementation and the administration of this policy, and record keeping.

REVIEW, MONITORING AND REPORTING

This policy will be reviewed every two years to ensure that it is aligned with changes in our business and external environment, including changes in the national context and legal requirements. Policy awareness trainings will be provided to all employees within MPRL E&P to increase awareness. Occasionally, policy reinforcement trainings will be provided as and when required.