



Build through Excellence • Lead with Integrity



ISO 26000

Self-assessment

A Better Community Starts Here

Scope

MPRL E&P is an independent upstream energy company operating in Myanmar. Our projects are located in the Central Dry Zone and Offshore area of Myanmar, and our Head Office is located in Yangon, the main commercial city of Myanmar.

Official website: <https://mprlexp.com>

ISO 26000, Principles and Guidelines We Endorse

Energy is essential in our modern economy and we aim to explore and produce it in a responsible manner. Shouldering that responsibility is an essential part of our philosophy. In this continuous process, we actively seek cooperation with all parties in the value chain and other stakeholders and we have referred to ISO 26000 as our guideline for this process.

ISO 26000 is internationally accepted and covers the full range of corporate social responsibility. It provides the answer to the question of how to handle corporate social responsibility. MPRL E&P fully endorses the principles and guidelines of ISO 26000. With this self-declaration, we wish to explain our view on social responsibility and the actions we have taken in order to shoulder that responsibility since 1996.

We are transparent in the operation of our company and conduct our business based on honesty, transparency and trust.

We treat all people equally, stimulate their development and contributions to the business operations, and ensure working conditions and workplace relations are optimal.

Moreover, we work to improve the environment and we are involved in community development.

Self-assessment

In this document, we provide our stakeholders with the answers to the 40 questions of the ISO 26000 self-assessment exercise. These are sorted into four main subjects:

1. CSR Principles
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We are always open to feedback and questions. Write to us at communications@mprlexp.com.

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1. CSR Principles

Question

1

Our organization is accountable for its impact on society, the economy, and the environment.

What action does your organization undertake so as to make that principle a reality?

MPRL E&P is accountable for its impact on the economy, communities and environment. We take accountability to our stakeholders for any impact from our operations and activities on the local communities and the environment. We diligently work together with our key stakeholders to not only address negative impacts, but put in place measures to avoid repetitions.

Our actions consist of:

- Corporate website.
- Periodic and annual reports.
- Staff engagement and training.
- Participation in national and international platforms such as MEITI (Myanmar Extractive Industries Transparency Initiative) and UN Global Compact.

Our corporate website describes our organizational profile, our workforce strategy, and our CSR Policy, as well as information on community development initiatives within this policy.

Our Mann Field project remains fully compliant with the Environmental Compliance Certificate (ECC) and the bi-annual environmental monitoring reports are publicly accessible on our website.

Our organization is transparent about decisions and activities that have an effect on the world around us.

What activities does your organization undertake so as to make that principle a reality?

MPRL E&P strives to be transparent about:

- The aim, nature and location of our activities.
- Who has the majority interest in our organization.
- How decisions are taken.
- What responsibilities and powers those positions have in the context of decision making.
- The effects of our policies and organizational decisions and activities on the world around us.
- Who we consider to be our stakeholders.
- The way these stakeholders have been selected.
- How our stakeholders are involved in the organization.

We ensure this information is accessible, comprehensible, factually accurate and timely.

Not all corporate information is publicly disclosed.

Stakeholders can reach us through contact emails on our official website to provide feedback or ask questions.

Source

Corporate Website – <https://mprlexp.com/newsroom/reporting-centre/>

Our organization conducts itself ethically.**What action does your organization undertake so as to make that principle a reality?**

MPRL E&P undertakes to:

- Publicize our core corporate values and principles.
- Establish our corporate governance structure to promote ethical conduct throughout the organization.
- Develop our code of ethics, policies and procedures that are expected of people who work for us or who enter into business relations with us.
- Identify, adopt and communicate standards of ethical behaviors appropriate to the purpose and activities and consistent with the principles outlined in ISO 26000 at all levels of the organization.
- Train our personnel, including employees, managers, consultants, suppliers and contractors, and encourage ethical behaviors in business conduct.
- Prevent and resolve conflicts of interest in our organization that may lead to unethical conduct.
- Set up supervision and control mechanisms to monitor, support and enhance ethical conduct.
- Provide guidance and maintain mechanisms to facilitate reporting unethical behaviors in a confidential manner without fear of reprisal.
- Recognize and address situations where local laws and regulations either are non-existent or are in conflict with ethical behaviors.
- Adopt and apply internationally recognized standards of ethical behaviors when conducting research involving people.

In addition, we declare a zero-tolerance approach to corruption, that means that the giving or receiving of bribes in any form either directly or indirectly by those who work on behalf of MPRL E&P is prohibited and will not be tolerated.

We are committed to doing business in accordance with all applicable laws, regulations and ethical standards.

We make neither political donations nor contributions to any political party, politician or candidate for public office.

Question

4

We record all business and commercial dealings accurately and timely.

We safeguard and use personal data and confidential information only for intended and designated purposes.

We formalize these and other ethical behaviors in our:

- Organizational Code of Conduct.
- Anti-Bribery & Corruption Policy.
- Corporate Social Responsibility Policy.
- Third Party Due Diligence Policy.
- Whistleblowing Manual.

Source

Corporate Website - <https://mprlexp.com/sustainability/policies-procedures/>

Our organization respects the interests of stakeholders and responds to them.

What action does your organization undertake so as to make that principle a reality?

MPRL E&P undertakes the following actions:

- We identify who our stakeholders are.
- We prioritize our stakeholders and assess their interests and concerns as early as possible.
- We recognize stakeholders have the ability to influence the project outcomes, negatively or positively.
- We ensure finding a balance among the interests of stakeholders, the broader expectations of society, and the global sustainable development goals.
- We plan and maintain meaningful and accessible communication channels to our stakeholders throughout the project life.
- We consider the interests of stakeholders with whom we do not have formal relationships in our decision-making process.

Question
5

We recognize the importance of building trust with our stakeholders by effectively sharing information, collecting and integrating their feedback into our business plans, and maintaining an ongoing dialogue. We perform a materiality analysis where key stakeholders are identified and approached to seek input for developing an understanding of what is important to different stakeholders. This is one of the several processes that the company keeps itself aligned with stakeholders' evolving expectations and relevant contextual developments for setting proper priorities in the corporate sustainability plan and policy direction at all levels of the company.

Source

Corporate Website – <https://mprlexp.com/sustainability/stakeholder-engagement/>

Our organization respects applicable laws and regulations.

What action does your organization undertake so as to make that principle a reality?

MPRL E&P accepts that the respect for the rule of law is mandatory. We conduct business with the highest standards of ethics, legitimacy and transparency by keeping ourselves informed about all legal obligations within the areas in which the organization operates. We respect and comply with all applicable legal requirements, even when enforcement of some of those laws and regulations are inadequate. We ensure that our relationships and business activities comply with the applicable legal framework. We monitor and share information related to recent laws and regulatory developments with our employees and we assist them in understanding how they can comply with these. We conduct periodic review of our compliance programs with applicable laws and regulations.

Source

Corporate Website - <https://mprlexp.com/sustainability/policies-procedures/>

Our organization respects international standards of conduct.**What action does your organization undertake so as to make that principle a reality?**

MPRL E&P respects international norms of behavior and ensures adequate social and environmental safeguards are in place in our operations in situations where the law or its implementation is inadequate or there is a conflict with international standards of behavior.

Through legitimate channels we seek to influence relevant authorities and organizations to settle conflicts of laws and regulations with the international norms of behavior.

We review our relationships and activities when the law or its implementation is in conflict with international standards of behavior and where non-compliance with international norms would produce significant repercussions. We make appropriate efforts to avoid being complicit in violations of international standards of conduct by other organizations.

For instance, we are an active participant in the United Nations Global Compact, the world's largest sustainability network, and we adhere to its Ten Principles on human rights, labor, environment and anti-corruption. Alignment with the Ten Principles firmly establishes a baseline of doing no harm and meeting fundamental responsibilities to ensure that we do not undermine worldwide efforts towards the 2030 Sustainable Development agenda. We continuously monitor and report our performance in the four areas to the global initiative platform on an annual basis since February 2016.

UNGC Website – <https://unglobalcompact.org/what-is-gc/participants/77281>

Our organization respects and recognizes universal human rights. What action does your organization undertake so as to make that principle a reality?

MPRL E&P respects and promotes universal human rights. We take responsibility towards all potentially affected stakeholders, including employees, and local communities through active engagement and dialogue. We make continuous efforts to respect and promote human rights concerning culture and religion and sustainable development in the areas we operate. We avoid taking advantage of situations in which human rights are not adequately protected by observing respect for international norms of behavior.

Our Human Rights Statement and Policy is derived from intergovernmental frameworks and international principles on responsible business conduct consisting of the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, the ILO Declaration on Fundamental Principles and Rights at Work, and the Universal Declaration of Human Rights.

Major themes in the Policy are:

- Community engagement and consultation.
- Grievance management.
- Community investment and development.
- Working conditions.
- Health and safety.
- Learning and development.
- Non-discrimination.
- No forced, trafficked or compulsory labor.
- Right to join or form a labor organization.

All employees of MPRL E&P and personnel in business relations with MPRL E&P are obliged to comply with the appropriate and principled conduct articulated in the Policy. We encourage our employees to speak up when they have questions or concerns relating to the Policy. Respective departments within the company monitor and report findings and recommendations related to human rights situations and concerns at corporate and community levels to the Senior Executive Management.



Supporting our Community, Ensuring Sustainability

2. Stakeholder Identification and Engagement

Question

8

Identifying stakeholders

How did the organization identify its stakeholders (who was consulted on this matter, and how)?

MPRL E&P addresses a set of questions to identify and analyze our stakeholders:

- Towards whom does MPRL E&P have legal obligations?
- Who might be positively or negatively influenced by the decisions or activities undertaken by MPRL E&P?
- Who is likely to express concerns about the decisions and activities undertaken by MPRL E&P?
- Who would be disadvantaged if excluded from engagement?
- Who can influence MPRL E&P's ability to meet its social responsibilities?
- Who can help MPRL E&P address specific impacts?

The outcome of this exercise is a list of internal and external stakeholders relevant to MPRL E&P and its projects, and this has been included in our Stakeholder Engagement Plan. Our key internal stakeholders are our employees, whereas the main external stakeholders are host communities, authorities, civil society, academic community, development establishments and society as a whole. In our Stakeholder Engagement Plan, we outline the preferred methods and frequency of dialogue with these different stakeholder groups.

Who are the organization's stakeholders?

Below is the list of MPRL E&P's stakeholders, also disclosed on our website:

1. Employees and Contractors

- Yangon based
- Mann Field based

2. Government

- Ministry of Energy (MoE)
- Myanmar Oil and Gas Enterprise (MOGE)
- Ministry of Natural Resources and Environmental Conservation (MoNREC)
- Regional governments
- District/Local authorities

3. Host Communities

- Mann Field
- Block A-6 (Pyitharyar Integrated Project/PIP)

4. NGOs, Civil Society, Academic, and Development Institutes

- MCRB
- MATA
- Yangon Technological University (YTU)
- MEITI

Question
10

Why and for what does the organization involve its stakeholders (give examples of the way in which the organization has done so)?

MPRL E&P is committed to actively working with our stakeholders in a manner that is transparent and enables us to share relevant information and resolve major differences in good faith while fulfilling our contractual and legal obligations.

We involve our stakeholders in:

- Project monitoring.
- Grievance management.
- Reporting and communications.
- Managing functions.

We engage directly affected stakeholders in monitoring project impacts, mitigation plans and creating shared benefits, and also involve external third parties where they can enhance transparency and credibility.

We establish accessible and responsive means for our stakeholders to raise concerns and grievances about the projects throughout their life cycle, including the Operational Grievance Mechanism (OGM) in Mann Field.

We report back and communicate to our stakeholders on our environmental, social and economic performance through periodic reports, meetings, newsletters, and website, both those consulted and those with more general interests in the projects and the company.

We build and maintain sufficient capacity within the company to manage the process of stakeholder engagement, project management, and reporting on progress.

The enduring nature of our project underscores the imperative for engaging multiple stakeholders and garnering their support to uphold sustainability. This necessity stems from various factors.

Firstly, oil and gas exploration and production endeavors encompass intricate processes spanning numerous years, ranging from initial exploration and drilling to ongoing production and eventual decommissioning. These operations can exert an impact on diverse stakeholders, including local communities, regulatory bodies, environmental organizations, and governments.

Secondly, such projects have the potential to affect the environment in various ways, including air and water quality, biodiversity, and land use. Managing these impacts necessitates continuous monitoring and mitigation efforts to adhere to environmental regulations effectively.

Thirdly, oil and gas ventures frequently operate in regions inhabited by local communities whose livelihoods may be influenced by project activities. Engaging with these communities, addressing their concerns, and offering benefits and opportunities are pivotal for fostering long-term project viability and securing social acceptance.

Lastly, enduring projects are subject to numerous risks, such as market volatility, geopolitical instability, technological advancements, and regulatory fluctuations. Collaborating with diverse stakeholders enables the identification and mitigation of these risks by leveraging their varied perspectives and expertise.

In essence, involving multiple stakeholders and garnering their support is crucial for navigating the complexities inherent in long-term oil and gas projects. It allows for effective management of environmental and social impacts, as well as the mitigation of risks, thereby ensuring sustainability and benefiting all involved parties.

Question

11

Determining relevant CSR subjects

MPRL E&P considers the following dimensions when determining the relevant CSR subjects:

- Activities and decisions of the organization.
- Activities and decisions of the organization in the value chain and sphere of influence of the organization.
- Daily activities and special circumstances.

Question

12

Which subjects are relevant?

Subjects are considered relevant when they are influenced or can be influenced by MPRL E&P at the organizational level or in the value chain.

ISO 26000 addresses seven core subjects as follows:

1. Organizational governance.
2. Human rights.
3. Labor practices.
4. The environment.
5. Fair operating practices.
6. Consumer issues.
7. Community involvement and development.

These core subjects are relevant to us, except for consumer issues which are not relevant to us as MPRL E&P does not provide essential services directly to consumers.

Question

13

Determining significant CSR subjects

Which criteria have you used in determining the significant CSR subjects?

The significance of subjects was determined based on the following criteria:

- The degree to which the subject has an impact on our stakeholders and sustainable development.
- The level of stakeholder concerns about the subject.
- The potential effect of taking extra action or deciding not to do so.
- The potential effect of the action versus the resources required for implementation.
- The current performance versus applicable laws, regulations and benchmarks.

Question

14

Which subjects are significant?

The following ISO 26000 subjects are significant for MPRL E&P except for consumer issues:

Organizational Governance

- Decision-making processes and structures

Human Rights

- Due diligence
- Avoidance of complicity
- Resolving grievances
- Fundamental principles and rights at work

Labor Practices

- Employment and employment relationships
- Conditions of work and social protection
- Social dialogue
- Health and safety at work
- Human development and training in the workplace

The Environment

- Prevention of pollution
- Sustainable resource use

Fair Operating Practices

- Anti-corruption
- Promoting social responsibility in the value chain

Community Involvement and Development

- Community involvement
- Education and culture
- Employment creation and skills development
- Health
- Social investment

Question

15

Prioritizing CSR subjects

Which criteria have you used when determining the priority subjects?

MPRL E&P uses the following criteria when determining our priority subjects:

- Costs/benefits analysis of taking action on the subject.
- The time it will take to reach the desired goals.
- Level of complexity under which actions can be undertaken.
- Financial implications involved.

Question

16

Which subjects have priority?

MPRL E&P assesses significant subjects based on their priority and when determining the priority of the subjects, we examine the interests of both the company and key stakeholders.

Our significant priority subjects are:

- Community involvement and development.
- Environmental stewardship.
- Organizational transparency and accountability.
- Health, safety and development of workforce.

Besides this ISO 26000 subject prioritization, we periodically perform a materiality analysis by commissioning an independent third-party organization to define the environmental, social and governance (ESG) topics that matter most to MPRL E&P and our key stakeholders. This assessment is done based on the Global Reporting Initiative (GRI) Standards, the world's most-extensively used reporting standard on sustainability.

Question

17

Which actions have been taken based on the identified priorities and which actions are you going to take?

Highlights of Our Actions

Organizational Governance

MPRL E&P Organizational Code of Conduct applies to all our employees and representatives who are part of the organization, including the Board of Directors and Executive Management Team, MPRL E&P personnel, consultants, contractors, suppliers, and joint venture partners.

The Code reflects our most important corporate policies, including anti-corruption, occupational health and safety, environment, community engagement and human rights. It provides a process for decision-making in line with the expectations and interests of the company and its key stakeholders. The Code also covers topics of whistleblowing, conflict of interest, non-retaliation, workplace harassment, privacy protection and confidentiality of data and information. The Code and all other related policy documents are publicly available on our official website and we review and revalidate these documents every two years.

Human Rights

We have put in place a robust due diligence framework in the company which deals with employee rights and community rights to proactively manage our potential human rights impact. We work to respect and promote human rights through the implementation of priority actions identified by impact assessments, training employees on human rights, undertaking due diligence processes, providing reporting channels for raising concerns or complaints and encouraging integrating human rights consideration into the design of company programs and initiatives.

Labor Practices

As a leading employer in Myanmar, our actions focus on the following areas related to the workforce:

- Supporting employee diversity and preventing discrimination through recruitment and retaining of a multi-generational workforce.
- Providing competitive compensation and benefit packages as well as internship, training and employment opportunities to local communities.
- Promoting employee health, safety, security, and wellbeing, both inside and outside the workplace.
- Maintaining workplace communications to encourage engagement, collaboration, productivity and retention of the workforce.

The Environment

We implement an Environmental Management System in Mann Field that aligns with ISO 14001, an environmental management standard, by integrating internal policies, national rules and regulations and other applicable international guidelines to identify, monitor and control our potentially adverse environmental impacts – emissions, wastes and discharges.

Our HSE (Health, Safety and Environment) committee meetings take place regularly in order to discuss HSE matters, including preparing the bi-annual environmental monitoring reports and reviewing risk assessment activities.

Fair Operating Practices

Our Anti-Corruption and Bribery Policy sets out specific guidelines for anyone who carries out work on behalf of MPRL E&P to appropriately mitigate and avoid unethical business conduct and corrupt practices. We provide training opportunities for our employees, personnel and contractors for them to better understand corruption and unethical conduct risks, and how to manage those risks in their day-to-day work.

Community Involvement and Development

We have embedded a Corporate Social Responsibility (CSR) Program as a key component of the company's overall operations and management strategy. On an annual basis, the Senior Executive Management reviews and approves CSR work programs and initiatives to continuously enhance efforts in maintaining a robust social license to operate in Mann Field.

We have shared our 10-year CSR journey through a report, "A Decade of Action: CSR Then and Now Report" on our website: <https://mprlexp.com/newsroom/reporting-centre/>

Question
18

Explanation of action prioritization

Clarification on prioritizing. Also explain why certain subjects have or have not been included.

MPRL E&P engages stakeholders to understand sustainability priorities on an ongoing basis through various approaches. The results are used as input for an internal discussion to identify action plans on the basis of an analysis of risks and return on investments. On a case-by-case basis, it may be necessary to prioritize certain actions, but we believe that prioritization of our actions is not strictly necessary. Therefore, we would work on taking all action points forward together.



Figure. MPRL E&P's Sustainability Priorities

Question
19

Involve stakeholders.

Indicate which stakeholders – and in which way – you have involved in identifying relevant, significant and priority subjects.

In 2012-2013, MPRL E&P set itself the task of integrating social responsibility management in the organization and has since moved forward with the development of a Corporate Social Responsibility (CSR) Policy and Program by taking a number of important steps:

1. Identifying our sphere of influence, our stakeholders and their expectations.
2. Engaging our stakeholders through sharing sessions, consultation, workshops, presentations, surveys, publication of newsletters and press releases on the official website and social media platforms.
3. Assessment of our performance in terms of ISO 26000 key principles, core subjects and key issues.
4. Reporting and taking forward our CSR initiatives .



Figure. MPRL E&P's Stakeholder Engagement and Materiality Analysis Process



CSR is a Necessity, Not a Charity

3. CSR Core Themes

Question

20

Chain responsibilities and sphere of influence

Which (types of) organizations are in your sphere of influence and how do they relate to your organization?

As a business organization, MPRL E&P aims for sustainable growth and value creation on behalf of our stakeholders. It is important that the responsibility for our social management initiatives are shared among us. For the process to be a success, our stakeholders must understand the core concepts, pinpoint the need for a business to be more socially responsible, and identify the specific benefits that a CSR program can create for the company and individual stakeholders. An overview of all stakeholder categories and more information on stakeholder engagement can be found in our official website and sustainability reports.

Towards these objectives, we promote awareness of and consensus on CSR within the company and the MPRL E&P Group of Companies through a variety of methods. We frequently publish newsletters and bulletins describing the company's CSR activities and social return on investment. We also implement knowledge sharing sessions and workshops for managers and staff. We prepare and distribute periodical reports on CSR to the Senior Executive Management and within the group companies with the aim of motivating group-wide CSR endeavors.

We exert our influence in various ways: through our CSR Policy on our personnel, suppliers/contractors, government and community stakeholders, and by being a member of or an active participant in various initiatives such as the MEITI (Myanmar Extractive Industries Transparency Initiative) and UN Global Compact in the wider context. We work with government officials and organizations in making rules and laws that may have an effect on our business. We also exert influence on the general public through our website, public relations activities and other ways of communication.

We engage in collaborative efforts with the following organizations from diverse sectors to implement our CSR initiatives in Mann Field:

- Department of Agriculture (Minbu)
- Livestock Breeding and Veterinary Department (Minbu)
- Department of Public Health (Minbu)
- Small-Scale Industries Department (Magway)
- Community Development Committees
- School Development Committees
- No. (5) Industrial Training Center (Magway)
- State Agriculture and Livestock Institute (Pwint Phyu)
- Government Technical High School (Magway)
- University of Medicine (Magway)
- Ayeyarwaddy Training Center (Minbu)
- Yetagon Farm Advisory
- East-West Seeds

Question
21

In which way does your organization stimulate social responsibility with other organizations? Give examples.

MPRL E&P applies various methods for exerting influence to stimulate CSR with other organizations:

- Making public statements about social responsibility.
- Applying social responsibility criteria for investment decisions.
- Sharing knowledge on social responsibility with various stakeholders, while raising their awareness and increasing buy-in.
- Identifying opportunities to work together with civil society and non-governmental organizations on relevant sustainability projects.
- Engaging in appropriate public relations initiatives and the use of media relationships.
- Identifying and promoting good practices in social responsibility.

Additionally, we exert influence by our Code of Conduct for our employees and business partners. These include anti-corruption and bribery, working conditions, community investment and human rights.

Question
22

Appropriate caution

In which way does your organization assess the (potentially) (negative) effects of its own activities and decisions on society, environment and economy?

MPRL E&P assesses the (potentially negative) effects of our activities and decisions on society, environment and economy, among others, through:

- The Organizational Code of Conduct.
- The Employment Policy.
- The Corporate Social Responsibility Policy.
- The Human Rights Statement and Policy.
- The Whistleblowing Manual.
- Periodic Impact Assessments and Reports.
- Stakeholder dialogue and consultation.
- Grievance mechanism.

Question

23

All employees are obliged to adhere to the Organizational Code of Conduct, which includes, among others, due diligence. They are encouraged to speak up when they have questions or concerns relating to the Code or workplace practices and conditions through various tools. The Compliance Department monitors and reports findings and recommendations with regard to concerns related to the Code.

Appropriate caution

In which way does your organization assess the (potential) (negative) effects of its own activities and decisions in your sphere of influence on society, environment and economy?

MPRL E&P conducts due diligence in line with our Third-Party Due Diligence Policy to evaluate potential compliance risks and we only move into business relations with respectable and qualified individuals and organizations.

Our Whistleblowing Manual, which is publicly accessible, outlines our commitment to encouraging our employees and third parties conducting business with the company to report suspected wrongdoing, including misconduct, fraud or misuse of company property that are in public interest as soon as possible without fear of reprisals.

Question

24

Appropriate caution

How is due diligence exercised or implemented within your organization (give examples of how this is done)?

Our due diligence efforts include the following actions:

- Corporate policies offering meaningful guidance to key internal and external stakeholders.
- Assessing the impact of existing and proposed activities.
- Integrating social responsibility core subjects throughout the organization.
- Tracking performance to adjust priorities and approach where necessary.
- Taking appropriate actions to identify and address possible negative impacts.

An example of how due diligence is exercised at MPRL E&P is the approach to honest business practices in Myanmar. To address risks to honest business conduct, we take targeted measures, for example by training employees, managers and business partners in this area since MPRL E&P adheres to honest business practices and fundamentally rejects any form of bribery.

Question
25

What negative effects (and potential negative effects) has your organization identified on society, the environment, and the economy?

Negative impacts are identified along the value chain during the materiality analysis. As such, we understand which topics are most important for us to focus on at this point. At daily field operation level, negative impacts on the environment and host community may occur by the use of chemicals, the release of produced water and the generation of waste. As such, in view of the sustainability of the upstream energy sector it is crucial to limit these impacts.

In addition, we recognize that extractives are a sector worldwide with a relatively high risk of human rights violations. To reduce these risks, we have trained our employees on human rights and the Voluntary Principles on Security and Human Rights (VPSHR). We prohibit using child labor and forced labor as well as workplace discrimination and harassment. We make our contribution to the elimination or prevention of these risks and expect the same from our staff and business partners.

Question
26

Vision, mission, and strategy

**How does your organization give direction to its social responsibility?
Give examples**

Providing the growing population with the affordable energy in a sustainable way is one of the challenges for today and tomorrow. By offering affordable and sustainable energy, we contribute to domestic energy and livelihood security. This mission is in line with the Sustainable Development Goals (SDGs) of the United Nations and our activities contribute to five of the seventeen SDGs – SDG 8, SDG 12, SDG 14, SDG 16 and SDG 17.

MPRL E&P has directed towards social responsibility by embracing the role of social responsibility in our vision, mission, strategy and decision-making processes. We have formulated and published a CSR policy towards this end.

We have adopted written codes of conduct and ethics that specify our commitment to social responsibility by translating the principles and values into statements on appropriate behavior during the implementation of ISO 26000. We ensure setting the priorities for action on core subjects and issues into manageable organizational objectives with strategies, procedures and timelines.

Question

27

How does your organization create support for corporate social responsibility, both within and outside the organization?

MPRL E&P clearly states our Corporate Social Responsibility Policy on our website, which is public. We create support for CSR with internal and external stakeholders by promoting the knowledge of the principles, core themes and subjects, and strengthening a culture of social responsibility and commitment of the top level of the organization in shouldering the company's social responsibility.

We are working on several CSR fronts: awareness, communications, and initiatives with organic impact. These initiatives have brought about an engaged workforce who have successfully built a sustainable focused company.

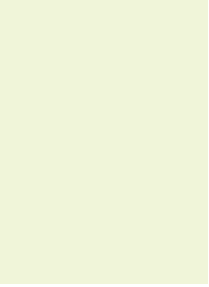
Question

28

How does your organization develop the necessary competencies for shouldering corporate social responsibility, both within and perhaps also outside the organization?

MPRL E&P employs a number of methods in order to develop competencies for our CSR policy, both with our internal and external stakeholders.

In terms of internal CSR competency, this is developed in-house for our employees through a variety of means. Our CSR initiatives are assigned



to individual staff members and progress with these initiatives is linked to our regular performance review and appraisal process.

In local partnerships, we emphasize community resource mobilization, ownership and capacity development, for instance by testing a pilot, then rolling out the project and scaling up.



Moving Forward, Leaving No One Behind

4. Integrating Social Responsibility within MPRL E&P

Question

29

Integration of corporate social responsibility into management processes, systems, and procedures

Social responsibility is fully integrated into our policies and procedures. MPRL E&P has integrated this by:

- Monitoring and managing the effects of our activities on society, environment and economy.
- Ensuring that the principles of social responsibility are applied in our operational processes and are reflected in our organizational structure and corporate culture.

The Corporate Social Responsibility (CSR) and Communications Department is responsible for the development, implementation, assessment, consultation and coordination of the CSR Policy and Program together with other departments, branch offices and the MPRL E&P Group of Companies.

Question

30

Communication and reporting

Does your organization take account of the following criteria in its communication regarding corporate social responsibility?

MPRL E&P communicates our CSR projects and their impacts through various means to our internal and our external stakeholders. Communication takes the form of presentations at our meetings, through monthly updates on our website, and within our quarterly newsletters (Insight! and Doh Mann Myay). The main method of reporting on CSR is through our Sustainability Report.

All our communication and reporting activities on CSR should meet the following criteria:

- Responsive to the stakeholders' interests and concerns.
- Factually correct and thorough enough for its purpose.
- Balanced and without omitting relevant negative information about the impact.
- Timely, and accessible for information on specific issues to the stakeholders concerned.

Our Sustainability Report provides more insight into the sustainability priorities, initiatives and performance of the organization. In this regard MPRL E&P fulfils the technical requirements of the Global Reporting Initiative (GRI) Standards: Core Option.

Question
31

How does your organization communicate about its corporate social responsibility?

Our Stakeholder Engagement Plan demonstrates how our stakeholders are actively involved in our CSR theatre and that MPRL E&P regularly communicates with its key stakeholders.

The most important information regarding our social responsibility is consolidated within our Sustainability Report which is issued every two years.

MPRL E&P also communicates on our social responsibility through updates on our website for external stakeholders and on our enterprise social network for the employees. We share our social management updates with relevant regulatory authorities through the Environmental Monitoring Reports two times a year and we distribute monthly, quarterly and bi-annual periodic reports on social responsibility to government stakeholders as an important component part of our CSR communication. We also issue quarterly newsletters, Insight! and Doh Mann Myay, to communicate our corporate updates and CSR initiatives.

Question

32

Communication and reporting

Does your organization report on CSR in an annual CSR report (whether or not that is a separate report)?

MPRL E&P publishes a Sustainability Report which provides information on:

- Goals and objectives relating to CSR core subjects and issues.
- Performance and progress relating to CSR core subjects and issues.
- Methods and frequency for involving stakeholders in CSR communication and reporting.
- Best practices, lessons learned and ways forward.

Question

33

Which mechanisms have you developed to resolve possible conflicts or disagreements?

MPRL E&P recognizes the importance of building robust relationships with stakeholders. We use the following mechanisms for detecting and solving possible conflicts before they escalate.

- Grievance mechanism.
- Direct discussions with stakeholders concerned.
- Provision of written information to prevent misunderstandings.
- Formal complaints handling procedures.
- Reporting systems for suspected wrongdoing without fear of reprisal or unfair treatment.

In the period of this self-assessment, we did not encounter substantial conflicts or disagreement with our stakeholders.

Question

34

Monitoring activities and assessing performance

How does your organization monitor its activities that have an impact on relevant themes and topics?

MPRL E&P uses a variety of methods to monitor our CSR projects and to assess progress and performance. These include:

- Bi-annual Performance Management Review process.

- Project management tools to monitor overall project progress and progress of each initiative. This includes compiling quarterly monitoring and evaluation reports associated with the CSR Program for the Executive Management to support their informed decision-making process.
- Feedback from stakeholders and benchmarking exercises with an independent third-party organization.

We ensure our monitoring process addresses the needs of stakeholders, reflects the scope of the initiatives, and provides reliable, timely and accurate information on results and outcomes.

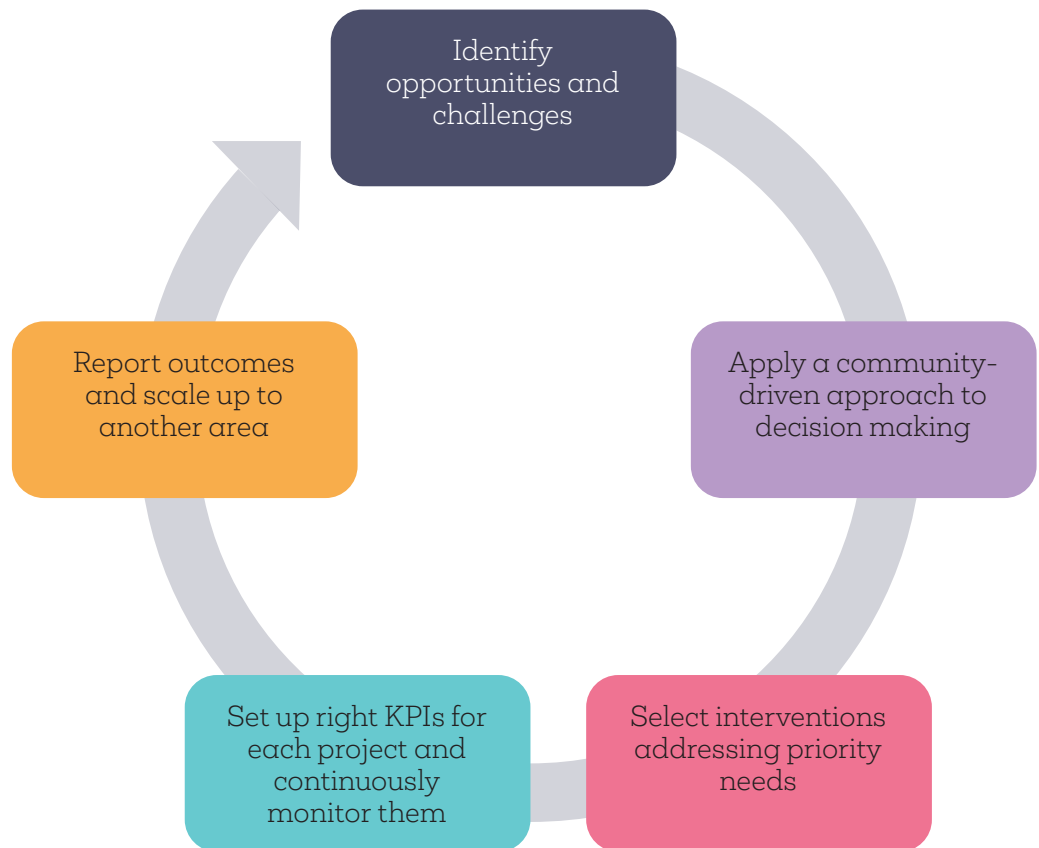


Figure. MPRL E&P's Monitoring and Evaluation Framework

Question
35

How has your organization assessed its performance regarding relevant themes and topics?

The assessment of our performance on the themes and subjects relevant to our organization takes place through an internal performance management review process cycle, two times a year. We normally ask a number of questions when assessing our performance:

- Did we meet the objectives set?
- Did we use the proper strategies and processes for these objectives to be achieved?
- What worked out well and why – key highlights?
- What did not work out well and why not – key lowlights?
- What should we have done differently – lessons learned and ways forward?
- Are all relevant persons involved – internal and external coordination?

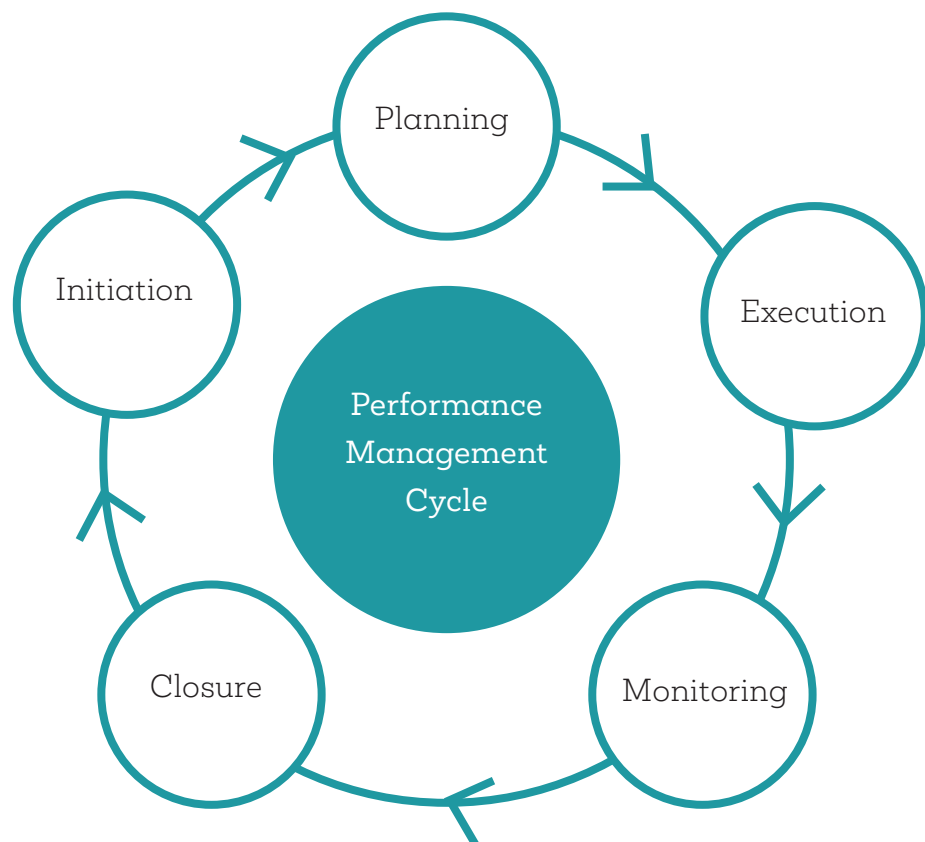


Figure. MPRL E&P's Performance Management Cycle

Question

36

Did you involve stakeholders, and if so which ones?

A broad representation of internal and stakeholders was involved in the materiality analysis and contributed to setting the key performance indicators (KPIs). Stakeholders were asked to prioritize the most relevant topics, and this made it possible to identify which subjects are relevant for MPRL E&P from the perspectives of specific stakeholder groups.

Question

37

Which improvements or successes did your organization achieve?

In our sustainability reports, we report on our achievements on our social, environmental and governance related targets that are set on an annual basis, as well as on additional measures we have taken in order to enhance our performance.

Question

38

What CSR initiatives and associated tools does your organization participate in/use?

MPRL E&P consolidates the broad concept of CSR to the areas in which we focus. These areas are described in our Corporate Brochure and published on our official website. These are:

- Stakeholder capitalism: a Myanmar national led independent upstream energy company with strong commitment to honest business practices and engaging all stakeholders.
- Local benefits: creating shared value for host communities and society through social performance initiatives.
- Environmental stewardship: performing various initiatives to protect and conserve the natural environment.
- CSR advocacy and advancement: membership in the UN Global Compact, AVPN (Asian Venture Philanthropy Network), MEITI (Myanmar Extractive Industries Transparency Initiative), and contributing to the UN SDGs.

Question
39

Selection of CSR initiatives and tools

Which of the following points did you consider when selecting this initiative?

In deciding CSR initiatives, MPRL E&P takes the following points into consideration:

- Business case.
- Local context.
- Focus areas of community investment through community needs assessment exercise.
- Company core competencies and resources.
- Internal coordination and alignment.
- Grassroot capacity building.
- Staffing, budget and results measurement.
- Implementation, scalability, replicability and sustainability.

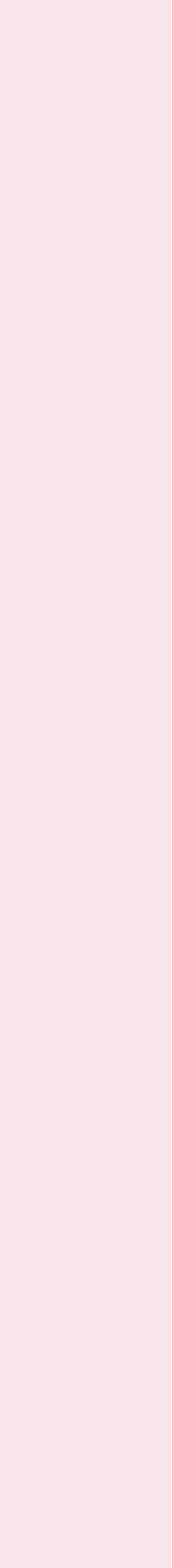
In this decision-making process, the sustainability strategy, materiality analysis and stakeholder expectations are all taken into account.

Question
40

Selection of CSR initiatives and tools

What specific action is being taken in connection with the CSR initiative?

The phase-by-phase evolution of our CSR Program commenced with a comprehensive review and an understanding of how we already contributed to social responsibility and how we can progress in the future. This process has required familiarization with ISO 26000, GRI and the development of our material matrix, Logical Frameworks, Gantt Charts, and Lists of Actions. Our stakeholder communication and reporting plan was also reviewed and upgraded. This entire workstream was undertaken by the CSR and Communications Department under the guidance of the Senior Executive Management, in close collaboration with all MPRL E&P employees, the CSR representatives of MOGE (Mann Field), the Mann Field communities, and an independent third-party organization.



Further reports on CSR and sustainability will be released annually at the end of the Myanmar Financial Year, and we will also endeavor to update our stakeholders with regards to our social management initiatives periodically through our quarterly newsletters, our website, and enterprise social network feeds.