



MPRL E&P Pte Ltd.

HUMAN RIGHTS STATEMENT AND POLICY

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POLICY STATEMENT

MPRL E&P aims to conduct business operations to the highest standard of ethics respecting and protecting all internationally recognized Human Rights. We are committed to protecting and promoting human rights by coordinating with all stakeholders within our sphere of influence in all projects undertaken by the company.

MPRL E&P is a signatory of the UN Global Compact and is committed to respecting all internationally recognized Human Rights as relevant to our operations and supporting the Universal Declaration of Human Rights in all of its spheres of influence. We continuously monitor and address the environmental impacts of our business operations and strive to create positive impacts through active engagement and strategic community investments.

This Policy applies to every aspect of our operations, acknowledging the rights of our employees and local communities, and is integrated with Corporate Principles, Values and Commitments, particularly:

- **Environmental Policy:** Our commitment to environmental responsibility complements our human rights efforts by ensuring that our operations minimize our environmental footprint and contribute positively to biodiversity conservation and sustainable development.
- **Security Principles:** We integrate the Voluntary Principles on Security and Human Rights (VPSHR) into our security operations, aligning with our commitment to respect human rights while maintaining a secure environment for our operations.
- **Community Investment Policy:** Our community engagement efforts, including community investment initiatives, are guided by principles that promote human rights and sustainable development in the areas where we operate.
- **Human Resources Policies:** Our Human Resources Policies ensure that all employees are treated fairly and equitably, with respect for their human rights. This includes:
 - **Equal Opportunity and Non-Discrimination:** Ensuring fair treatment, equal opportunities, and non-discrimination in recruitment, training, promotion, and termination.
 - **Employee Welfare:** Providing a safe and healthy work environment, promoting work-life balance, and supporting employee well-being.
 - **Training and Development:** Offering opportunities for professional growth and development in a conducive workplace environment.
 - **Employee Rights:** Upholding labor rights, including freedom of association, and ensuring compliance with labor laws and regulations.
- **Grievance Mechanisms:** We maintain effective grievance mechanisms to address human rights concerns raised by employees, contractors, communities, and other stakeholders promptly and impartially. Our grievance mechanisms are accessible, transparent, and ensure confidentiality for complainants.



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COMMUNITY RIGHTS

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

- We actively conduct continuous community consultations and assessments to identify and address the needs and concerns of the communities surrounding our operations;
- We recognize and respect the culture and religious rights of indigenous people, as well as the practice of their traditions and customs; and
- We strive to increase communities' rights to land, livelihoods, water resources, infrastructure, education and health services, highlighting our commitment to promote community empowerment and improvement through sustainable development.

EMPLOYEE RIGHTS

- We provide a safe, secure, and worker friendly environment;
- We are an equal opportunity employer;
- We positively stimulate professional and personal growth of our employees through the promotion of creativity and teamwork;
- We encourage a healthy lifestyle by raising health-related awareness and practices among employees;
- We do not use any child, forced, trafficked or compulsory labor;
- We do not discriminate against race, religion, gender, age, sexual orientation, nationality or ethnicity; and
- All employees have the right to join or form a labour organisation, where such rights are recognized by law.

OBJECTIVES

The objectives of the Human Rights Policy are:

- To raise awareness of our stakeholders and employees, which businesses have a responsibility to protect, while promoting internationally recognized human rights;
- To affirm publicly that 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;
- To ensure that the company's responsibility to respect human rights is embedded in all policies, procedures and practices of the business functions; and
- To create opportunities to promote human rights where we can make a positive contribution.

APPLICABILITY

This policy is applicable to all directors, officers, employees, advisors, consultants, contractors, subcontractors, suppliers, vendors, service providers, agents, joint venture partners, investors, and other representatives of MPRL E&P, its subsidiaries and/or assets operated and/or managed by MPRL E&P and/or its subsidiary.

Breach of the MPRL E&P's Human Rights Statement and Policy by an employee, director, officer, advisor, consultant, contractor, subcontractor, supplier, vendor, service provider, agent or other representative of MPRL E&P, its subsidiaries and/or any assets operated and/or managed by MPRL E&P and/or its subsidiary, may result in disciplinary action, including dismissal and/or termination, and be subject to other actions according to the applicable laws. MPRL E&P reserves the right to amend or update this policy as required from time to time.



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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 the 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.
- MPRL E&P will provide effective remedy wherever human rights impacts occur through a grievance mechanism which is based on the United Nations Guiding Principles on Business and Human Rights.
- MPRL E&P will strive to identify human rights risks from stakeholders' point of view and find ways to reintegrate them into existing processes of the company in order to ensure adherence and action on findings of impact assessments related to human rights.
- MPRL E&P seeks to manage and grow socially responsible businesses where women participate on an equal basis.
- 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 website and social media platforms.
- MPRL E&P follows national laws and regulations in the host country. However, when there are conflicts between national laws and internationally recognized human rights standards, MPRL E&P will identify ways to observe the latter.

Clarifications or questions or advice:

If you require any clarifications or have any questions with regard to this policy, you may seek advice from or discuss with your respective HoD or Head of Corporate Sustainability or any appropriate member(s) of the CSR & Communications Department.

ACCOUNTABILITIES

The Executive Management of MPRL E&P is accountable for ensuring the implementation of this Human Rights Policy, including compliance with the VPSHR and other relevant corporate principles. The CSR Department oversees policy implementation, conducts regular reviews, and reports on human rights performance to ensure continuous improvement and alignment with international standards.

REVIEW, MONITORING AND REPORTING

We continually evaluate and review how best to strengthen our approach to addressing human rights. 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.



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- 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 are not 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 a larger 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 MPRL E&P's website.
- Review the Human Rights Policy Statement 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.