



# Oil Search

## Social Responsibility Policy

With operations in environmentally, culturally and socially sensitive locations, Oil Search's commitment to social responsibility stems from a culture that strives for the highest ethical, social and moral values and a desire to be recognised as delivering "excellence in socially responsible oil and gas exploration and production". We set ourselves apart from our peers by our sustainable development approach and our ability to contribute positively and creatively to the growth and development of communities in which we operate.

The Company is committed to:

- Operating with integrity at all times as well as adopting and advocating for principles, practices and standards that respect diversity, local culture, human rights, labour rights, women's protection and empowerment, and the environment, and which contribute towards combatting corruption;
- Generating shared value by ensuring positive, sustainable outcomes for the communities in which we operate, while at the same time ensuring secure and continued operations and being mindful of our responsibility to shareholders and other stakeholders;
- Maintaining and enhancing our social license to operate through high levels of stakeholder engagement; establishing and maintaining strong and mutually beneficial community relationships; leaving a long-term positive social development legacy; and monitoring the impact of our activities on our project area communities;
- Continuous performance improvement by continuing to grow and leverage our social responsibility capability; seeking ways to enhance our approach; and improving measurement and reporting of performance.
- Seeking ways to manage natural resources responsibly by minimising our environmental impact and operating in an environmentally sustainable way by adoption of the precautionary principle and giving consideration to effective and efficient use and re-use of resources and;
- Upholding the Ten Principles of the UN Global Compact, the Voluntary Principles for Security & Human Rights, and contributing to the progress of the Sustainable Development Goals in its countries of operation.

To achieve this commitment, Oil Search will:

- Ensure governance systems are in place to oversee, monitor, measure, report and drive social responsibility performance and decision making including social responsibility objectives and leadership responsibilities.
- Comply with all social and environmental laws, regulations and obligations and, where these do not exist adopt and apply standards that are in alignment with the intent of this policy and internationally accepted norms of behaviour.
- Proactively identify, evaluate, transparently report and manage any risks, threats or impacts related to our operating context that have the potential to adversely affect the environment, the well-being of the local community or our social license to operate. Appropriate control and contingency measures will be adopted to minimise and manage concerns and opportunities.
- Use our sphere of influence to advocate for the commitments contained in this policy, including but not limited to our supply chain and local content.

Every employee and contractor working for the Company has a responsibility to promote a culture whereby their actions and those of their colleagues are consistent with this Policy.

**Richard Lee**  
Chairman

**Peter Botten**  
Managing Director