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THIS DOCUMENT CONTAINS THE BASIS ON WHICH OIL SEARCH’S 2014 SOCIAL RESPONSIBILITY DATA WAS GENERATED.

Oil Search’s social responsibility data covers the performance and the activities over which Oil Search Limited had operational control during all or part of the year ended 31 December 2014. The data relates predominately to our drilling and active production activities in Papua New Guinea. Where noted, it also covers Oil Search’s operations in the Kurdistan Region of Iraq, Yemen, Tunisia, Dubai and Australia.

It does not cover the PNG LNG Project as operational control rests with ExxonMobil PNG Limited (www.pnglng.com).

All payment figures are reported in US dollars (US$). Payments in other currencies have been converted into US$ at either the exchange rate on the day of payment, if applicable, or using the following average annual conversion rates:

- 2012 PGK 1 = US$ 0.50
- 2013 PGK1 = US$ 0.45
- 2014 PGK1 = US$ 0.40

When determining the indicators reported we aimed to: achieve comparability year on year and with peers and industry benchmarks; ensure the reliability of the data reported; and meet internal and external stakeholder expectations. To ensure the data complemented or addressed other reporting needs, other reporting requirements and frameworks were also considered. These included: the Global Reporting Initiative’s (GRI) G3.1 Sustainability Reporting Guidelines and Oil and Gas Sector Supplement (GRI Guidelines); the United Nations (UN) Millennium Development Goals and Global Compact; and Oil Search’s internal and external reporting requirements.

Enquiries and feedback on our reporting and performance are welcome. Please contact the Oil Search social responsibility team on socialresponsibility@oilsearch.com.
Payments to Government

**SCOPE**

All payments made to Governments in the year ending 31 December 2014 by:

- Oil Search (Iraq) Limited, Oil Search (ROY) Limited and Oil Search (Tunisia) Limited, all currently in the exploration phase in countries in the Middle East and North Africa (MENA).
- Oil Search (PNG) Limited in its capacity as the Operator of oil licences in PNG – covering all phases of exploration, development and production.
- Oil Search (PNG) Limited in its capacity as the Operator of components of the PNG LNG Project.
- Oil Search Limited and Oil Search (PNG) Limited, in respect of net payments, such as Directors’ tax petroleum income tax.

**REPORTING BASIS**

Both gross and net figures are reported.

**Gross payments:**
Payments made by Oil Search on behalf of all licence joint venture partners.

**Net payments:**
Payments made by Oil Search which represent Oil Search’s share only based on equity, profit or other costs relating to paying interests in production sharing contracts.

All numbers are aggregated payments across all project licences where the payment stream applies. Actual cash outflows made in each calendar year are shown.

**MATERIALITY**

No materiality threshold has been set for payment streams. Significant payment streams have been identified and are reported individually, while smaller payments streams have been aggregated into common generic payment streams for the purposes of reporting.

**PNG PAYMENTS**

<table>
<thead>
<tr>
<th>Payment stream name</th>
<th>Recipient</th>
<th>Scope and methodology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Petroleum Tax</td>
<td>PNG Internal Revenue Commission</td>
<td>Net, at rates set out in the applicable legislation and regulations.</td>
</tr>
<tr>
<td>Oil Search share dividend</td>
<td>PNG Independent Public Business Corporation (IPBC)</td>
<td>Net, at rates per share declared by the Board of Directors. The Government of Papua New Guinea has a 15% shareholding in Oil Search Limited. The dividend amount relating to the PNG Government’s shares lent to UBS, have been excluded, as these amounts are paid to UBS who remit the appropriate amount to the PNG Government.</td>
</tr>
<tr>
<td>Oil Search Directors’ tax</td>
<td>PNG Internal Revenue Commission</td>
<td>Net, calculated on personal income tax provisions applicable to each Board Director fee.</td>
</tr>
<tr>
<td>Royalties</td>
<td>Independent State of PNG</td>
<td>Gross, calculated at a rate of 2% of the well head value of oil or gas exported.</td>
</tr>
<tr>
<td>Development levies</td>
<td>Independent State of PNG</td>
<td>Gross, calculated at 2% of the well head value of the petroleum produced.</td>
</tr>
</tbody>
</table>
### PNG PAYMENTS CONT.

<table>
<thead>
<tr>
<th><strong>Salary and Wages Tax</strong></th>
<th><strong>PNG Internal Revenue Commission</strong></th>
<th>Gross, calculated on personal income tax provisions for each employee in PNG, including Short-Term Incentives, Long-Term Incentives and retention Payments.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Other Gov't taxes</strong></td>
<td><strong>PNG Internal Revenue Commission</strong></td>
<td>Gross, includes excise duty, foreign contractor's withholding tax, Goods and Services Tax, interest withholding tax, stamp duties.</td>
</tr>
<tr>
<td><strong>Other Gov't fees and charges</strong></td>
<td><strong>Multiple PNG Government Departments</strong></td>
<td>Gross, includes Department of Petroleum and Energy (DPE) licence fees, data request fees, environmental water and waste permits, in-house customs agency fees, manufacturer licence, PNG passports and visas, PNG work permit fees, telecommunication licences and drivers' licences.</td>
</tr>
</tbody>
</table>

### MENA PAYMENTS

<table>
<thead>
<tr>
<th>Payment stream and recipient</th>
<th>Scope and methodology</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Yemen</strong></td>
<td></td>
</tr>
<tr>
<td>Total payments to Ministry of Oil and Minerals</td>
<td>Net, calculated based on the requirements of the Block 3 and Block 7 production sharing Contracts. Total payments include fixed tax paid, a Training Bonus, Institution Bonus, Social Development Bonus, Research and Development Contribution and the Databank Development Contribution.</td>
</tr>
<tr>
<td>Total payments to Yemen Ministry of Finance and Social Security Organisation</td>
<td>Gross, including payroll tax withheld and social security.</td>
</tr>
<tr>
<td><strong>Kurdistan Region of Iraq</strong></td>
<td></td>
</tr>
<tr>
<td>Total payments to Kurdistan Ministry of Natural Resources</td>
<td>Net, includes Capacity Building Bonus, Community Development Payments and contributions to the Environment Fund, Personnel Fund and Other Training Bonus which relate to the Taza PSC.</td>
</tr>
<tr>
<td><strong>KRG Ministry of Finance and Economy</strong></td>
<td>Gross, including payroll tax withheld and social security.</td>
</tr>
<tr>
<td><strong>Tunisia</strong></td>
<td></td>
</tr>
<tr>
<td>Total payments to ETAP (State Oil Company)</td>
<td>Gross, includes Training Bonus and is calculated based on the Tajerouine PSC.</td>
</tr>
<tr>
<td>Total payments to Tunisian Ministry of Finance</td>
<td>Gross, includes payroll tax withheld and social security.</td>
</tr>
</tbody>
</table>
## Payments to Suppliers in PNG

### SCOPE

All payments made to suppliers and contractors by Oil Search (PNG) Limited for the year ending 31 December 2014:

- Oil Search (PNG) limited in its capacity as the Operator of oil licences in PNG – covering all phases of exploration, development and production.
- Oil Search (PNG) limited in its capacity as the Operator of components of the PNG LNG Project such as Directors' tax petroleum income tax.

### REPORTING BASIS

Gross payments:
Payments made by Oil Search on behalf of all licence joint venture partners.

### SUPPLIER PAYMENTS

<table>
<thead>
<tr>
<th>Payment stream and recipient</th>
<th>Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supplier payments – PNG State Owned Entities</td>
<td>Includes payments to State Owned Enterprises (SOE) such as Motor Vehicle Insurance Limited and Air Niugini.</td>
</tr>
<tr>
<td>Supplier payments – PNG Landowner Companies</td>
<td>A Landowner Company (Lanco) is a company registered in PNG which is owned by people who jointly use and/or have customary title to land in a specific area.</td>
</tr>
<tr>
<td>Supplier payments – Suppliers and contractors paid in PGK</td>
<td>Includes all suppliers and contractors paid in PNG Kina, excluding Landowner Companies, SOE’s and Government vendors.</td>
</tr>
<tr>
<td>Supplier payments – Suppliers and contractors paid in currencies other than PGK</td>
<td>Includes all suppliers and contractors paid in currencies other than PNG Kina, excluding Landowner Companies, SOE’s and Government vendors.</td>
</tr>
</tbody>
</table>
Health & Safety

**SCOPE**

**Health service**
The data in this section includes workforce and community patients seen by all permanent and temporary (to support exploration and seismic programmes) clinics in PNG, Australia and MENA. The community health work facilitated by the Oil Search Health Foundation is reported in the Oil Search Health Foundation section.

**Injuries and injury rates**
The hours worked and work-related incidents relating to service company personnel and their sub-contractors while conducting work for Oil Search are included in this data. Hours worked and incidents relating to the PNG LNG Project are not included in this data.

**RECORDABLE INJURIES AND INJURY RATES**

**Total recordable injuries**
The sum of fatalities, lost work day cases, restricted work day cases and medical treatment cases.

**Lost work day cases**
Any work-related injury or illness, other than a fatal injury, which results in a person being unfit for work on any day after the day of occurrence of the occupational injury. “Any day” includes rest days, weekend days, leave days, public holidays or days after ceasing employment.

**Medical treatment cases or restricted work cases**
A medical treatment case that is not severe enough to be reported as a fatality, lost work day case or restricted work day case but is more severe than requiring simple first aid treatment.

**Restricted work day case**
Any work-related injury other than a fatality or lost work day case which results in a person being unfit for full performance of their regular job on any day after the occupational injury.

**Hours worked**
- Field base and offshore staff hours calculated using a 12-hour work day
- Office-based staff hours calculated using an eight-hour work day
- Service company personnel hours are received monthly directly from the service provider.

**Total recordable injury rate (TRIR)**
Total recordable injuries per million staff hours.

**Lost time injury rate (LTIR)**
Total lost time injuries per million staff hours.

**RECORDABLE INJURIES AND INJURY RATES**

**Tiers 1 and 2 process safety events:**
Reported as defined by the American Petroleum Institute’s Recommended Practice 754.
Environment

**SCOPE**

**Spills**
Covers all spills by Oil Search and its third party contractors in PNG and MENA regions.

**Waste**
Covers data for Oil Search’s PNG operations only.

**Water**
Covers surface water extracted for drilling purposes and groundwater extracted for potable usage at our largest camp in PNG. MENA is not included.

**Greenhouse gas emissions**
Oil Search’s reporting boundary is operational control. It includes our operations in PNG but excludes those in MENA and our corporate offices.

**WASTE**

**Hazardous waste and non-hazardous waste**
Definitions used are as per the PNG Department of Environment and Conservation’s Environment Code of Practice for Sanitary Landfill sites, with consideration of the GRI G3.1 Oil and Gas Sector Supplement (Environment).

**Hazardous waste**
Kitchen grease; sewage treatment plant sludge; batteries; waste oil; medical waste; mercury and dry cells.

**Non-hazardous waste**
All other waste.

**SPILLS**

**Significant spill**
A spill that meets the definition in the GRI Oil and Gas Sector Supplement, that being:

1. Any hydrocarbon spill greater than 100 barrels (bbls) released into the environment.
2. Any hydrocarbon spill released into a sensitive environment (protected area, biodiversity ‘hotspot’, habitat of critically endangered species, river, wetland, glacier or other fresh water reserve used for water supply, arctic environment with slow regeneration/turnover rates etc.)
3. Any non-hydrocarbon spills of environmental relevance due to, but not limited to, elevated salinity, acidity, toxicity or lack of biodegradability.
GREENHOUSE GAS (GHG) EMISSIONS AND ENERGY

Sites included
- Gobe field (wellheads, facilities and support)
- SE Mananda/Moran/Agogo fields (wellheads, facilities and support)
- Kutubu Refinery
- Kutubu/other fields
- Hides field (wellheads, facilities and support)
- Moro (airfield)
- Kopi (camp)
- Kumul (terminal)

Sites excluded
- Corporate offices (Sydney, Port Moresby, Dubai and Brisbane)
- Operations in MENA

Gross production
Total production from Oil Search operated facilities.

Scope 1 sources included in the inventory
Non-combustion gas uses; stationary combustion; process and vented emissions; fugitive emissions; transport/loading including land, air (aviation fuel only) and waterborne.

Scope 2 sources covered by the inventory
Purchased electricity (Scope 2) at Hides area of operations.

Methodology used

WATER

Surface water includes water extracted from rivers to support PNG drilling operations. Groundwater includes bore water extracted to support our largest PNG camp. These water extraction points represent Oil Search’s largest in PNG and on-going improvements to our water data should mean we’re able to report the balance of our water extraction in the short term.
Sustainable Development

SCOPE

Sustainable development investment consists of voluntary investments made by Oil Search either on its own or on behalf of its JV partners in PNG, the Kurdish Region of Iraq, Tunisia and Yemen.

Compulsory sustainable development contributions have been excluded (these are included in Payments to Government data) and amounts contributed on behalf of the PNG Government towards Tax Credit Scheme projects are reported separately.

Total sustainable development investment includes:

- Community development projects i.e. Community Area Planning (CAP) projects, agricultural projects/training
- Education sponsorships and support
- Amounts provided to partners to assist deliver community initiatives on our behalf
- Donation to the Oil Search Health Foundation
- Other i.e. small cash and materials donations

Oil Search project management and administrative costs are excluded.

COMMUNITY AREA PLANNING (CAP) PROJECTS

Amounts spent on sourcing materials, and trade assistants to deliver small infrastructure projects agreed by community members. Community contributions, such as labour and land, have been excluded.

AGRICULTURAL PROJECTS

Amounts spent providing agricultural and small business training, as well as materials for nurseries and livestock.

TERTIARY SPONSORSHIPS

Amounts paid to support students from local communities to obtain a tertiary qualification, including the Diploma in Education Primary In-Service (DEPI). Support can include: tuition, travel, books, stationery and accommodation.

PARTNERSHIPS

Amounts provided to third parties to assist deliver community initiatives on our behalf. Partners include the CDI Foundation, the Christian Leaders’ Training College, PNG’s National Agricultural Research Institute (NARI) and Business for Millennium Development (B4MD).
Sustainable Development cont.

**OIL SEARCH HEALTH FOUNDATION AND OTHER DONATIONS**

All donations paid by Oil Search to community members, groups or health or education institutions:

- Oil Search Health Foundation: Donation paid by Oil Search to the Oil Search Health Foundation.
- Other donations: Donations paid by Oil Search under the field and office based donations programmes.

**PNG TAX CREDIT SCHEME**

All payments made to suppliers to deliver projects under the PNG Government’s Infrastructure Tax Credit Scheme. Includes projects undertaken through the PNG Government’s:

- Regional infrastructure scheme
- National infrastructure scheme

**COMPENSATION AND LAND RENTAL PAID TO COMMUNITY**

Compensation amounts for specific activities and annual land rental amounts paid in cash to PNG landowners.
Oil Search Health Foundation

SCOPE

Includes the activities of the Oil Search Health Foundation in PNG only. Medical services provided through the Oil Search Health Service in PNG are reported in the Health & Safety section.

- HIV intervention programme: Has operated in Kutubu, Kikori and Hides since 2007 and Hela and Morobe since 2012.
- Malaria intervention programme: Has operated in Kutubu and Hides since 2007.
- Maternal and child health (MCH) intervention programme: Has operated in Kutubu since 2009 and Kikori since 2011. All indicators reported include data for Kutubu only.

CONTRIBUTIONS TO OIL SEARCH HEALTH FOUNDATION

Includes contributions by Oil Search and other donors on a case basis for the year. Data prior to 2010 represents contributions to Oil Search’s community health programmes prior to the establishment of the Oil Search Health Foundation.

HIV

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Data Required</th>
<th>Detail</th>
<th>Source</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of women and men who both correctly identify ways of preventing the sexual transmission of HIV and who reject major misconceptions about HIV transmission.</td>
<td>Numerator: Number of respondents who gave the correct answer to all five questions. Denominator: Total number of respondents who completed the survey.</td>
<td>This indicator is constructed from responses to the following set of prompted questions. These are standardised questions used by countries around the world for the Global AIDS Progress Report.</td>
<td>Data is collected through a work-based biannual survey. This included Oil Search and contract workers across all operational areas in PNG.</td>
<td>Staff were approached in groups and as individuals. All respondents had heard of HIV prior to answering the survey questions.</td>
</tr>
<tr>
<td>2. Number of condoms distributed.</td>
<td>Number of male and female condoms available for distribution in the past 12 months.</td>
<td>This indicator measures the number of condoms available for use by those in the most sexually active age group.</td>
<td>Data collected continuously at facility level and aggregated monthly (SURV1 form) and annually.</td>
<td>Health facility staff report number correctly and consistently.</td>
</tr>
</tbody>
</table>
### HIV

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Data Required</th>
<th>Detail</th>
<th>Source</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>3. Number of people who received an HIV test in the past 12 months and who know their results.</strong></td>
<td>The number of clinic attendees who had an HIV test in the past 12 months and who know their results.</td>
<td>This indicator measures progress in implementing HIV testing and counselling services.</td>
<td>Data collected continuously at facility level and aggregated monthly and annually.</td>
<td>Data is reported on the number of tests performed.</td>
</tr>
<tr>
<td><strong>4. Number of pregnant women who were tested for HIV and who know their results.</strong></td>
<td>The number of women attending antenatal care, labour and delivery and postpartum services who were tested for HIV and who know their results.</td>
<td>This indicator measures the percentage of pregnant women who were tested for HIV in the past 12 months and who received their HIV test results.</td>
<td>Data collected continuously at facility level and aggregated monthly and annually.</td>
<td>Data is reported on the number of tests performed.</td>
</tr>
<tr>
<td><strong>5. Percentage of HIV-infected pregnant women who received antiretroviral therapy (ART) to reduce the risk of mother-to-child transmission</strong></td>
<td><strong>Numerator:</strong> Number of HIV-infected pregnant women who received antiretroviral medicines to reduce the risk of mother-to-child transmission in the past 12 months. <strong>Denominator:</strong> Estimated number of HIV-infected pregnant women in the past 12 months.</td>
<td>This indicator assesses progress in preventing mother-to-child transmission of HIV in Oil Search Health Foundation (OSHF) supported health facilities.</td>
<td>Data collected continuously at facility level and aggregated monthly and annually.</td>
<td>No disaggregation per ART regimen is performed for this indicator. Estimates for denominator are based on known HIV+ women accessing care in OSHF supported health facilities.</td>
</tr>
<tr>
<td><strong>6. Number of health facilities with post-exposure prophylaxis (PEP) available.</strong></td>
<td>Number of health facilities with PEP available for those who are at risk of HIV infection through occupational and/or non-occupational exposure to HIV.</td>
<td>This indicator measures the availability of PEP in health facilities supported by OSHF.</td>
<td>Health facility survey.</td>
<td>Not all clinics supported by OSHF hold the medication required for PEP but care pathways have been developed so that individuals can access PEP within 72 hours.</td>
</tr>
<tr>
<td><strong>7. Number of cases of sexually transmitted infections (STIs) treated.</strong></td>
<td><strong>Numerator:</strong> Total number of cases of STIs diagnosed and treated.</td>
<td>This indicator measures the number of cases of STIs treated.</td>
<td>Data collected continuously at facility level and aggregated periodically. NHIS community and OSHF occupational disease collation reports.</td>
<td>STIs are mostly diagnosed based on clinical syndromes rather than using an etiological model. Syndromic management models lack sensitivity and can over diagnose STIs.</td>
</tr>
</tbody>
</table>
### HIV

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Data Required</th>
<th>Detail</th>
<th>Source</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of adults and children currently receiving therapy anti-retroviral among all adults and children living with HIV.</td>
<td><strong>Numerator:</strong> Number of adults and children currently receiving antiretroviral therapy in accordance with the nationally approved treatment protocol (or WHO standards) at the end of the reporting period.</td>
<td>The numerator can be generated by counting the number of adults and children who received antiretroviral therapy at the end of the reporting period. The numerator should equal the number of adults and children who started antiretroviral therapy minus those patients who are not currently on treatment prior to the end of the reporting period. Patients not currently on treatment at the end of the reporting period, in other words, those who are excluded from the numerator, are patients who died, stopped treatment or are lost to follow-up. Some patients pick up several months of antiretroviral drugs at one visit, which could include antiretroviral medicine received for the last months of the reporting period, but not be recorded as visits for the last months in the patient register. Efforts should be made to account for these patients, as they need to be included in the numerator. Antiretroviral medicines taken only for the purpose of prevention of mother-to-child transmission and post exposure prophylaxis are not included in this indicator. HIV positive pregnant women who are on lifelong antiretroviral therapy are included in this indicator. The denominator is determined by reporting the known number of people living with HIV in the reporting clinics.</td>
<td>Data is collated continuously at facility level and aggregated periodically.</td>
<td>As the HIV Patient Database is the main source of information for this indicator, limitations of incomplete or inconsistent data reporting need consideration.</td>
</tr>
<tr>
<td>9. Number of health facilities that offer HIV anti-retroviral therapy (ART).</td>
<td><strong>Numerator:</strong> Number of health facilities that prescribe and supply ART onsite.</td>
<td>–</td>
<td>Health facility survey.</td>
<td>Sites are supported by OSHF, otherwise they are not included.</td>
</tr>
</tbody>
</table>
### HIV

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Data Required</th>
<th>Detail</th>
<th>Source</th>
<th>Assumptions</th>
</tr>
</thead>
</table>
| 10. Percentage of women and men aged 15–49 who had sexual intercourse with more than one partner in the past 12 months. | **Numerator:** Number of respondents aged 15–49 who had sexual intercourse with more than one partner in the past 12 months.  
**Denominator:** Number of respondents aged 15–49. | Respondents are asked whether or not they have ever had sexual intercourse. If they have, they are asked: In the past 12 months, how many different people have you had sexual intercourse with? | HIV testing logbook. | This is a sensitive indicator and assumes all respondents will be honest in their response. |
| 11. Percentage of women and men aged 15–49 who had more than one partner in the past 12 months who used a condom during their last sexual intercourse. | **Numerator:** Number of respondents (aged 15–49) who had more than one sexual partner in the past 12 months who reported that a condom was used the last time they had sex.  
**Denominator:** Number of respondents (15–49) who reported having had more than one sexual partner in the past 12 months. | Respondents are asked whether or not they have ever had sexual intercourse. If they have, they are asked: 1. In the past 12 months, how many different people have you had sexual intercourse with? If more than one, the respondent is asked: 2. Did you or your partner use a condom the last time you had sexual intercourse? | HIV testing logbook. | This is a sensitive indicator and assumes all respondents will be honest in their response. |
| 12. Percentage of women and men who are HIV infected. | **Numerator:** Number of antenatal clinic attendees tested whose HIV test results are positive.  
**Denominator:** Number of antenatal clinic attendees tested for their HIV infection status. | This indicator is calculated using data from pregnant women attending antenatal clinics in Oil Search supported sites. | HIV testing log book with data entered at health facility level. | This indicator (using data from antenatal clinics) assumes that the local epidemic is heterosexually driven. |
| 13. Percentage of infants born to HIV infected mothers who are infected. | **Numerator:** Total number of babies who are HIV infected at 18 months.  
**Denominator:** Total number of babies who are born to known HIV infected women in Oil Search supported sites. | This indicator is calculated using data from pregnant women attending antenatal clinics in Oil Search supported sites. | HIV Patient Database. | This indicator would normally be measured at national level using UNAIDS Spectrum analysis. At the local level, it uses actual patient data. It may not be truly representative of the real burden of infants born to HIV infected mothers. |
### Indicator

14. Percentage of adults and children with HIV known to be on treatment 12/24/36/48 months after initiation of anti-retroviral therapy.

<table>
<thead>
<tr>
<th>Data Required</th>
<th>Detail</th>
<th>Source</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Numerator: Number of adults and children who are still alive and on anti-retroviral therapy 12/24/36/48 months after initiating treatment.</td>
<td>As patients start anti-retroviral therapy, monthly cohort data should be collected continuously for these patients. Data for monthly cohorts that have completed at least 12 months of treatment should then be aggregated.</td>
<td>HIV Patient Database in Oil Search supported sites.</td>
<td>Using this denominator may underestimate true survival rates since a proportion of those lost to follow-up are alive.</td>
</tr>
<tr>
<td>Denominator: Total number of adults and children who initiated anti-retroviral therapy who are expected to achieve 12-month outcomes within the reporting period. This includes people who have died since starting therapy, have stopped therapy and those recorded as lost to follow-up at 12/24/36/48 months.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disaggregation:</td>
<td>Sex (male, female). Age (0-14, 15 and above). Month (12, 24, 36, 48).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Indicator</td>
<td>Data Required</td>
<td>Detail</td>
<td>Source</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------</td>
<td>---------------------------------------</td>
<td>-----------------------------------------------------------------------</td>
</tr>
<tr>
<td>15. Number of people with access to antimalarial treatment at Marasin Stoa Kipa (MSK) or other health facility.</td>
<td>Total number of people in catchment population.</td>
<td>Baseline indicator: Social.</td>
<td>Household census data collected by OSHF bi-annually over first 3 years of MSK programme.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Impact indicator: Morbidity.</td>
<td>Case detection data is collected by partners and forwarded to OSHF for database entry, where monthly and annual summaries are totalled.</td>
</tr>
<tr>
<td>16. Annual malaria parasite incidence.</td>
<td>Numerator: Number of confirmed positive.</td>
<td>Impact indicator: Morbidity.</td>
<td>Case detection data is collected by partners and forwarded to OSHF for database entry, where monthly and annual summaries are totalled.</td>
</tr>
<tr>
<td></td>
<td>Denominator: Local population multiplied by 1000.</td>
<td></td>
<td>OSHF case detection forms, NHIS and OSHF laboratory reports.</td>
</tr>
<tr>
<td>17. Percentage of positive slides or rapid diagnostic tests (RDT) for malaria among all slides and rapid diagnostic tests.</td>
<td>Numerator: Number of positive slides or tests for malaria.</td>
<td>Impact indicator: Diagnostics.</td>
<td>Case detection data is collected by partners and forwarded to OSHF for database entry, where monthly and annual summaries are totalled.</td>
</tr>
<tr>
<td></td>
<td>Denominator: Total number of slides or tests.</td>
<td></td>
<td>OSHF case detection forms, NHIS and OSHF laboratory reports.</td>
</tr>
<tr>
<td>18. Number of people with fever receiving quality Parasitological diagnostics through home based management.</td>
<td>Numerator: Number of lab confirmed malaria cases treated at an MSK outlet.</td>
<td>Output indicator: Diagnostics and treatment.</td>
<td>OSHF case detection forms, NHIS and OSHF laboratory reports.</td>
</tr>
<tr>
<td>Indicator</td>
<td>Data Required</td>
<td>Detail</td>
<td>Source</td>
</tr>
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<td>--------------------------------------------------------------------------</td>
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<tr>
<td>19. Number of Antenatal Care (ANC) first attendances.</td>
<td>Numerator: Number of women attending a health facility for ANC for the first time during their current pregnancy for health services in Kutubu and Kikori.</td>
<td>This indicator measures how many women in the Kutubu and Kikori catchments attended a skilled healthcare professional at least once during their pregnancy for reasons related to their pregnancy.</td>
<td>Data is collected continuously at facility level and aggregated in the monthly National Health Information System (NHIS) report.</td>
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<tr>
<td>20. Number of healthcare workers trained in Basic Emergency Management of Obstetric Care and Essential Obstetric Care (BEMOC and EOC).</td>
<td>Numerator: Number of healthcare workers trained in Basic Emergency management of Obstetric Care and Essential Obstetric Care.</td>
<td>This indicator determines the progress of the BEMOC and EOC training scale-up.</td>
<td>Training records and monthly programme reports.</td>
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<tr>
<td>21. Percentage of women with at least two tetanus toxoid vaccinations in their last pregnancy.</td>
<td>Numerator: Number of women who received at least two tetanus toxoid vaccinations at time of their last delivery. Denominator: Total number of eligible women surveyed.</td>
<td>This indicator assesses the effectiveness of ANC services provided by clinics in the Kutubu and Kikori project areas by measuring the proportion of women who received at least two tetanus toxoid vaccinations in their last pregnancy.</td>
<td>Annual Kutubu and Kikori Survey of women. Uses verbal reports and documentation confirmed in mother’s health books.</td>
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<tr>
<td>22. Number of births attended by skilled health personnel.</td>
<td>Numerator: Number of births attended by a skilled health worker in Kikori and Kutubu project areas.</td>
<td>This indicator measures the number of women aged 15-49 with a live birth who were attended to by a skilled healthcare worker (doctors, nurses, midwives or trained community health workers).</td>
<td>National Health information system reports.</td>
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<tr>
<td>23. Percentage of children aged 12-23 months that are completely immunised.</td>
<td>Numerator: Number of children aged 12-23 months who received all immunisations according to the national child immunisation schedule. Denominator: Number of children aged 12-23 months who are surveyed.</td>
<td>This indicator assesses child immunisation coverage in the project areas according to the national child immunisation schedule only.</td>
<td>Children aged 12-23 months are surveyed for their vaccination status. Methodology of survey follows national and WHO recommendations.</td>
</tr>
</tbody>
</table>
Our People

SCOPE

Workforce
The total workforce and workforce by employment type indicators include all employees on the Oil Search payroll and paid as part of the regular payroll cycle, and contractors.

Recruitment and retention, Diversity and Remuneration
These indicators include all employees on the Oil Search payroll and paid as part of the regular payroll cycle.

Remuneration
This salary analysis only includes permanent employees. Remuneration for employees on fixed-term contracts is highly variable due to the temporary nature of their employment contracts and the need for specialist skills. Including it would adversely impact the overall figures for the majority of Oil Search’s employee population.

Service Company Personnel
Are those who work for a company Oil Search has engaged to provide a given outcome or service. These personnel have been excluded from all data in this section.

WORKFORCE

Employment category
Assumes the following classifications:

1. Graduates and apprentices: employees who are part of a graduate or apprenticeship programme.
2. Employees: fixed term, permanent and casual employees who do not fall into any other category.
3. Professional or technical supervisors: employees who provide technical and functional support services within their area of expertise.
4. Managers or technical specialists: employees who provide strategic, functional or technical advice and services to internal and external clients in their area of specialisation.
5. Senior managers or technical experts: employees who develop medium to long range plans and are accountable for the delivery of operational and/or strategic results.
6. Executive management: the Managing Director and all other key management personnel (Executive General Managers).

Contractors
Are individuals filling roles that are or could be Oil Search positions that are paid via an invoice. Note, contractors have only been included in total workforce and total workforce by employment type.

RECRUITMENT AND RETENTION

Turnover
All forms of termination, such as resignation, retirement and termination with cause.

DIVERSITY

Senior Management
Includes all senior managers, technical experts and executives (key management personnel).

PNG citizens
PNG citizen data breakdown does not include PNG Citizen employees who have Australian permanent residency and have been hired on Australian workplace terms and conditions.

REMUNERATION

Ratio of basic salary by gender and employee category

- Australian Employees: This is calculated against market data for Australian employees only.
- PNG Employees: As role-specific salary information is unavailable in PNG, a simple ratio was calculated using the total dollar value of salary by gender divided by the number of employees of each gender.