



Oil Search

Human Rights Policy

Oil Search respects and supports the well-being, dignity and human rights of our employees and contractors, the communities in which we operate and those affected by our operations, including in our supply chain.

The Company is committed to:

- supporting and respecting the protection of internationally recognised human rights as set out in the International Bill of Human Rights and the Declaration on the Rights of Indigenous Peoples
- operating in a manner consistent with the International Labour Organisation Declaration on Fundamental Principles and Rights at Work Core Labour Standards
- applying the UN Guiding Principles on Business and Human Rights, the principles of the UN Global Compact and the Voluntary Principles for Security and Human Rights in our practices and procedures

This includes:

- Providing a work environment and work conditions that respect the rights and dignity of our employees and contractors, including their health and safety and right to freedom of association and collective bargaining
- Respecting the rights of the people in communities, including Indigenous Peoples, impacted by our activities including their cultural heritage and use of and access to land, water and natural resources
- A zero tolerance for modern slavery including all forms of forced, trafficked, compulsory or the 'worst forms of child labour'¹
- Respecting the rights of communities while maintaining the safety and security of our operations, assets and personnel

Oil Search will:

- Comply with all relevant applicable laws in countries where we operate and where any laws conflict with this Policy, we will comply with the law while seeking to operate in a manner consistent with this Policy to the extent practicable.
- Seek to engage stakeholders early and throughout our asset lifecycle on the potential impacts and opportunities of our activities as well as on our actions in response
- Implement effective governance, communication, risk assessments, due diligence and training
- Provide appropriate mechanisms for grievances and where we have identified we have caused or contributed to adverse impacts, provide for or cooperate in legitimate remediation efforts
- Not tolerate or contribute to threats, intimidation or attacks against human rights defenders in relation to our operations
- Report publicly on our approach and performance against these commitments
- Contribute constructively to appropriate peer and multi-stakeholder initiatives which align with these commitments, including the Voluntary Principles on Security and Human Rights, IPIECA, and the UN Global Compact

This Policy elaborates on requirements in the Company's Code of Conduct, and complements the commitments in the HSES, Sustainable Communities, and Diversity and Inclusion Policies.

All Directors and employees working for the Company have a responsibility to promote a culture whereby their actions and those of their colleagues are consistent with this Policy. All contractors, suppliers and business partners are expected to adopt similar standards, principles and policies.

The policy will be reviewed and revised periodically by the Oil Search Board.

¹ Based on the International Labor Organisation's definition of the 'worst forms of child labour' as work that deprives children of their childhood, their potential and their dignity. It is work that is mentally or physically dangerous and harmful to children and interferes with schooling.

Richard Lee
Chairman

Keiran Wulff
Managing Director