

# HUMAN RIGHTS POLICY

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The Company is committed to respect human rights wherever it operates.

## 1. Introduction

International Petroleum Corporation (IPC) is committed to respect internationally recognised human rights and not to infringe on individuals' human rights, nor be complicit or contribute directly or indirectly to human rights abuses.

As a responsible company, IPC should use its leverage to promote best practice and thus have a positive influence on the conduct of others.

## 2. Definitions

2.1. Human rights are to be understood as those referred to in the:

- » Universal Declaration of Human Rights
- » International Covenant on Civil and Political Rights
- » International Covenant on Economic, Social and Cultural Rights
- » International Labour Organization's (ILO) Conventions

and those referred to in relation to business activities of the:

- » Global Compact
- » OECD Guidelines for Multinational Enterprises
- » UN Guiding Principles on Business and Human Rights.

2.2. Human rights due diligence is a process by which the Company identifies human rights risks it may face, assesses how human rights risks can change over time, and determines measures to put in place to prevent or mitigate human rights risks.

## 3. Requirements

- 3.1. Human rights due diligence is conducted on a regular basis in areas of operations to ensure that practices in place are adequate to address potential risks.
- 3.2. In day to day activities IPC focuses on those human rights that potentially could be impacted, directly or indirectly, by its activities such as its staff and local communities.
  - » Respecting the human rights of employees means providing a safe and sound working environment.
  - » Potential impacts of planned activities on local communities are assessed prior to new investments.
- 3.3. Local management shall establish objectives to comply with this commitment.
- 3.4. Employees, business partners, contractors and suppliers are expected to respect human rights and to observe the highest standards of professional integrity.
- 3.5. Grievance mechanisms are established to address and remediate potential harm.

## 4. Responsibilities

- 4.1. The Chief Executive Officer (CEO) carries overall responsibility to ensure respect for human rights in IPC's operations.
- 4.2. The country General Manager shall ensure that due diligence is followed and that appropriate steps are taken to ensure respect for human rights at country level.



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