

Standard for Human Rights

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For Revision and Approval history, see CNOOC International Management System approval workflow.

1.0 INTRODUCTION TO THIS STANDARD

1.1 PURPOSE

The Company values and promotes respect for Human Rights. The purpose of the Standard is to establish the Company's philosophy for conducting its operations and business practices consistent with applicable Human Rights laws and regulatory requirements, including applicable national or international agreements regarding the rights of Indigenous Peoples and Aboriginals.

1.2 SCOPE

This Standard applies to all Employees and Contingent Workers working for and at the Company.

1.3 INTENDED AUDIENCE

The intended audience for this Standard is detailed in the table below.

Role	Description
VP - Health, Safety & Environment or his/her designate	Will establish and maintain practices, guidelines and internal controls regarding this Standard, and will administer any applicable requirements set forth in this Standard.
VP - Human Resources or his/her designate	Will administer any applicable requirements set forth in this Standard.
Team Lead - Corporate Security or his/her designate	Will administer any applicable requirements set forth in this Standard.
Employees and Contingent Workers working for and at the Company	Will adhere to any applicable practices and guidelines that are established pursuant to this Standard.

For a description of the NMS Roles and Responsibilities, refer to the Standard for the CNOOC International Management System.

1.4 DEFINITIONS OF TERMS

For definitions, see the [Company Glossary](#). Capitalized terms used in this Standard have the meanings set out in the Company Glossary.

1.5 QUESTIONS

Questions regarding this Standard should be directed to the VP - Health, Safety & Environment.

Employees, Contingent Workers and other external Stakeholders who have concerns regarding the Company's compliance with this Standard are encouraged to raise them in accordance with the Company's [Standard for Speaking Up](#).

2.0 REQUIREMENTS OF THIS STANDARD

2.1 STANDARD REQUIREMENT TABLE

Requirement Number	Requirements
Stakeholders and Human Rights	
2.1.1	<p>Consistent with applicable laws and regulatory requirements, the VP - Health, Safety & Environment must take reasonable steps to assess and manage the potential impacts of the Company's plans and operations may have on the rights of affected Stakeholders, including communities in proximity to the Company's operations.</p> <p>These steps may include a review of potential Human Rights impacts, Human Rights due diligence, delivering appropriate training, and establishing mechanisms for Stakeholders to raise concerns with the Company.</p>
Employees and Human Rights	
2.1.2	<p>The VP - Human Resources must take reasonable steps to establish Human Resources Standards and business practices consistent with the fundamental rights of Employees.</p> <p>These rights include:</p> <ul style="list-style-type: none"> - a respectful, inclusive and harassment-free workplace; - safe and healthy working conditions; - a commitment to equality and diversity, including prevention of discrimination; and - recognition of the principle of freedom of association. <p>For more information on Employees' rights, refer to GBL-PRA-0212: Respectful Workplace and GBL-STD-0074 Standard for Human Resources Lifecycle.</p>
Security and Human Rights	
2.1.3	<p>Where appropriate, the Team Lead - Corporate Security must take reasonable steps to assess security-related Human Rights risks, especially in areas with a history of conflict.</p>
Third Parties and Human Rights	
2.1.4	<p>Where appropriate, the VP - Health, Safety & Environment must communicate expectations regarding ethical business conduct – including respect for Human Rights – to Contingent Workers and selected third parties.</p> <p>Based on the potential for Human Rights risk, the Company may provide targeted training or include specific contractual requirements with Contractors and selected third parties.</p>
Monitoring	
2.1.5	<p>Where appropriate, the VP - Health, Safety & Environment must provide avenues for Stakeholders to raise concerns related to the Company's operations and establish processes to document and address those concerns.</p>

Requirement Number	Requirements
2.1.6	The VP - Health, Safety & Environment must take reasonable steps to document and address Stakeholders' concerns - including those related to Human Rights - raised through operations-specific grievance mechanisms and the Company's Integrity Resource Centre.
Guiding Principles	
	For guiding principles, refer to Appendix A .

2.2 MEASURING CONFORMANCE AND CONTINUOUS IMPROVEMENT

The following table summarizes the methods that must be used to measure conformance with the intent of this Standard.

Means of Verification	Method of Measurement	Role for Review and Interval	Location of Key Records and Reports
Standard review and update (if applicable)	Self-Assessment	Reviewer: <i>Responsible Author</i> Interval: 3 years	<i>Contact Responsible Author</i>

The Method of Measurement, identified above, will be used as a foundation to determine whether this Standard is effective and efficient; and, whether opportunities exist to improve further. Refer to the [NMS Assurance Activities Business Process](#) for further details.

Audit requirements of this Standard will be determined by the Company's Corporate Audit group in conjunction with the Legal Department.

3.0 REFERENCES AND RELATED INFORMATION

3.1 EXTERNAL REFERENCES

[The Ten Principles of the UN Global Compact](#)

[Universal Declaration of Human Rights](#)

[UN Human Rights Council Guiding Principles for Business and Human Rights](#)

3.2 INTERNAL REFERENCES

[GBL-STD-0001 CNOOC International Management System \(CIMS\) Standard](#)

[GBL-PRA-0212 Respectful Workplace](#)

[GBL-STD-0074 Human Resources Lifecycle Standard](#)

3.3 RELATED INFORMATION

External Information

[UN Declaration on the Rights of Indigenous Peoples](#)

[Voluntary Principles on Security and Human Rights](#)

Internal Information

[GBL-OTR-0001 How We Work: Our Integrity Guide](#)

[GBL-OTR-0002 How We Work: Our Integrity Guide for Suppliers](#)

[GBL-STD-0071 Standard for Engaging with Indigenous Peoples](#)

[GBL-STD-0067 Standard for Corporate Security](#)

[GBL-STD-0029 Standard for Speaking Up](#)

APPENDIX A: GUIDING PRINCIPLES

Guiding Principle Number	Guiding Principles
A1	The Company is committed to respecting the unique rights and culture of Indigenous Peoples and Aboriginals. The Company's goal is to honour applicable national or international agreements regarding the rights of Indigenous Peoples and Aboriginals.
A2	The Company's goal is to never directly or indirectly be complicit in Human Rights violations.
A3	<p>The Company's operations require appropriate arrangements to safeguard the security of its Employees, assets and host communities. The Company's goal is to provide security in a manner consistent with applicable UN guidelines and conventions on the use of force. Depending on the degree of security-related Human Rights risk assessed, the Company may undertake the following measures:</p> <ul style="list-style-type: none">- introduce specific Human Rights related clauses into our contracts with security personnel detailing the Company's expectations and the contents of this Standard;- screen security personnel employed or contracted by the Company for past Human Rights violations;- train security personnel to recognize and avoid violations of Human Rights in the conduct of their work; and- in circumstances where host governments provide some portion of our security, review security-related Human Rights issues and concerns with appropriate officials.