

We are committed to upholding the human rights of all those who work with us and for us and comply with international conventions regarding human rights and enforced or child labour.

## What it means

Basic human rights, as defined by the United Nations Universal Declaration of Human Rights, include the right to life, liberty and security; equal rights of men and women; the right to protection under the law from discrimination, slavery, torture, or inhumane or degrading treatment; and freedom of speech, thought, conscience and religion.

## We always:

- create safe working environments for all
- uphold the principles defined by the United Nations Universal Declaration of Human Rights
- follow the labour laws of the countries in which we operate and protect the rights of all workers, including migrant workers
- comply with minimum wage and minimum age requirements
- adhere to regulations regarding maximum working hours
- listen when legitimate concerns are raised, and whenever possible take appropriate action to address them
- encourage employees to become involved in improving team performance
- ensure adequate welfare facilities are available

## We never:

- exploit anyone
- allow anyone to be exploited in our name
- do business with any individual, or organisation that does not support basic human rights or adhere to our own Global Code of Conduct/standards for our employees. This includes our JV partners, particularly where we are the JV operator or hold a majority interest
- influence an employee's decision to join or not to join a trade union

Sign  .....

Date **30/07/2019** .....

PEL-CP006-2019-REV-00