

# Human Rights

Tullow is committed to respecting internationally recognized human rights, and seeks to implement the U.N. Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights. Everyone who works for, or on behalf of, Tullow is responsible for ensuring that this policy is implemented.

To achieve this, we commit to:

- To identify and address human rights risks upon entering a new country or region, and on an ongoing basis, and conduct human rights due diligence before significant investments
- To avoid causing or contributing to adverse human rights impacts, and to remediate any adverse impacts that we cause or to which we contribute; and take all feasible steps so that our operations are not directly linked through our business relationships to adverse impacts on human rights;
- To engage meaningfully with and obtain broad, community support from impacted communities throughout the project life cycle, including, where appropriate, using traditional community governance mechanisms and obtaining the perspectives of vulnerable groups, including women;
- In a form appropriate to the circumstances, to obtain the informed agreement of project-affected communities early in the project cycle, and prior to major project developments or changes that would significantly affect them;
- To avoid or, where that is not possible, minimise involuntary physical or economic resettlement and provide compensation for loss of assets, and improve or restore the livelihoods and standards of living of people resettled;
- To ensure that affected communities have access to a transparent and fair non-judicial project-level grievance mechanism which operates in a timely and predictable manner; and
- To respect fundamental labour rights and international labour standards, as set out in the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We shall apply this policy in all our operations and shall take steps to encourage our non-operated business partners to apply this Policy, or an equivalent policy. We expect our contractors to respect human rights and adhere to this Policy, and encourage our suppliers to do so as well.



Dorothy Thompson  
Executive Chair - Tullow Oil plc  
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