

Human Rights

Tullow's purpose is to build a better future through responsible oil and gas development. Our commitment to human rights is fundamental to our work and underpins our values. We achieve this by creating a working environment where we cause no harm to people, prioritise prevention before managing our environmental and social impacts, and seek shared benefits with our stakeholders. We apply this Policy in all our operations and 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 their suppliers to do so as well.

We respect internationally recognised human rights as set out in the International Bill of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. We seek to implement the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Voluntary Principles on Security and Human Rights.

To achieve this, we commit:

- To support the elimination of all forms of forced or compulsory labour, the abolition of child labour, and the elimination of discrimination in respect of employment and occupation. To respect the freedom of association and collective bargaining and the right to a safe and healthy working environment.
- To respect the human rights of people that might be impacted by our activities, including, but not limited to, the right to safety, security, health, water, land, livelihoods, environment and natural resources and cultural heritage.
- To avoid, and where this is not possible, minimise physical or economic displacement of communities, and provide compensation for loss of assets, and improve or restore the livelihoods and standards of living of affected people.
- To ensure early, ongoing engagement and meaningful consultation with affected and interested stakeholders to understand all potential risks and impacts.
- To pay particular attention to those affected people who, because of their circumstances, may be vulnerable or disadvantaged, including applying free prior informed consent for Indigenous People.
- To obtain the informed agreement of affected communities early in the project cycle, and prior to project developments or changes that would significantly affect them.
- To respect the human rights of human rights defenders, including their freedom of expression, peaceful protest, and assembly.
- To take into account Just Transition principles, as outlined in the Paris Agreement, which aim to deliver decent work and sustain the livelihoods of communities.

We conduct ongoing human rights due diligence in line with the UNGPs, to identify, prevent and mitigate actual and potential impacts on human rights. This includes identifying our salient issues and conducting due diligence on business relationships and new activities.

Where Tullow identifies that we have caused or contributed to adverse human rights impacts, we provide for or cooperate in the remediation of these impacts through legitimate processes. We implement a local complaints and grievance mechanism, guided by the UNGP Effectiveness Criteria.

We seek to engage with our suppliers and support them in respecting internationally recognised human rights in their work for Tullow. We invest in training and capacity building to ensure understanding and adherence to this Policy among our employees and contractors.

Consistent with the UNGPs, in those incidents where there is a conflict between a legal requirement and this Policy, we seek to apply the higher standard while complying with all applicable laws.

Everyone who works for, or on behalf of, Tullow is responsible for ensuring that this Policy is implemented and for speaking up where they have any concerns.

Signed by



Rahul Dhir

Chief Executive Officer - Tullow Oil plc
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