



Oil Search

VPSHR REPORT 2018

RIISING TO THE CHALLENGE



OVERVIEW

Oil Search is a Papua New Guinean company with most of our operating assets in Papua New Guinea (PNG). We also have a smaller, but growing portfolio in Alaska’s North Slope in the US, which we acquired, and assumed operatorship of, in early 2018.

Oil Search operates in a socially responsible manner, with strong values and high standards guiding our way of working. Respect for human rights and strong and transparent relationships with our stakeholders are at the heart of our current and future success.

We are continually driving change by enhancing procedures and processes related to security and human rights to ensure our activities are supported by appropriate, context-specific practices.

Our human rights approach is consistent with the UN Guiding Principles for Business and Human Rights (UNGP), the Voluntary Principles on Security and Human Rights (VPSHR) and the UN Global Compact (UNGC). We have been an active participant in the Voluntary Principles Initiative (VPI) since 2017.

This Report shows our progress, the realities of our operations and the focus of our engagement efforts. It is aligned with the [VPSHR Verification and Reporting Framework](#)

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MESSAGE FROM OIL SEARCH'S MANAGING DIRECTOR

PETER BOTTEN

Respecting human rights is fundamental to how Oil Search does business. Our approach is continually evolving and improving, and 2018 was no exception.



Our strategic decision-making around human rights is currently guided by the Oil Search Social Responsibility Policy. During 2018, the Board Health Safety and Sustainability Committee (HSSC) authorised the preparation of a separate Human Rights Policy. This advance reflects the importance we place on human rights and will further strengthen our focus.

Actively working with local communities to manage security and human rights risks plays an important part in our business success. This is particularly true in PNG, where we have operated for 90 years. Entrenched systemic challenges (such as strained governance and justice systems), our operations' rural and remote locations, and ongoing inter-tribal conflicts, make PNG a challenging operating environment. The situation was exacerbated in 2018 by a 7.5 magnitude earthquake and confirmed our preparedness for dealing with extraordinary circumstances. I am proud of how Oil Search's security, crisis and emergency teams responded to the situation, and of the valuable contribution they made to the relief efforts.

Given the ongoing threats to our PNG people, communities and assets, the Company's use of public security is unavoidable. An updated human rights risk assessment in 2018 affirmed that security continues to be a human rights priority in PNG, so we continue to focus on aligning our security needs with managing human rights risks. Being part of the VPI helps us to tackle this challenge.

This was Oil Search's second full year as a VPSHR signatory and we are increasingly seeing the benefits. Thanks to longstanding community relationships and inhouse expertise, our security management practices are already robust. They are being further strengthened as we support the VPSHR goals and access the knowledge of other VPI participants working in similar environments.

During 2018, Oil Search collaborated with multiple stakeholders to progress the aims of the VPI. Our senior subject matter experts participated in VPSHR Plenary and Corporate Pillar Meetings and engaged with other VPI participants such as the Fund for Peace. We also engaged with the PNG Government over security incidents and

our Memorandum of Understanding (MoU) with the Royal PNG Constabulary (RPNGC) and, together with our Australia-based peers, advised the Australian Government on regional VPSHR challenges and opportunities.

Our Alaskan interests are not extensively covered in this Report as our operations in this region only commenced during the period, and the security-related human rights risks in Alaska are not considered material. Notwithstanding, the VPI will play an important role in helping us build this new business in a sustainable, equitable manner that respects human rights and manages risks appropriately.

As part of Oil Search's commitment to transparency, we have made this Report public by placing it on our website. Please send your comments to socialresponsibility@oilsearch.com. All feedback is welcome.

Peter Botten
MANAGING DIRECTOR



Oil Search

SECURITY AND HUMAN RIGHTS LANDSCAPE

Oil Search assesses business and social responsibility risks through a range of controls and active management.



Our continuous due diligence monitors the political, economic, legal and social risks that could potentially affect the Company. Additionally, we have a dedicated due diligence process that assesses specific human rights risks and potential impacts, including those associated with security management, in our countries of operation.

PAPUA NEW GUINEA

PNG is a developing country and the extractive industries sector is a key driver of its economy. Approximately 97% of land is owned by Indigenous communities, most people identify as tribal, and there are more than 800 distinct languages. The PNG people often face adverse human rights issues, including gender inequality, violence, excessive use of force by Police, lack of respect for land rights, weak legislative governance and unenforced labour standards. Businesses, civil society and governments are working together to address these issues through awareness, means for remediation and development programmes.

Security is often most challenging in places and times of local or national instability. Consequently, Oil Search uses both public and private security providers. Security is one of our most salient¹ human rights risks, prompting our decision to join the VPI as a corporate participant in 2017, and our commitment to progressively adopt the VPSHR in our corporate and operating practices. Joining the VPI has strengthened the framework for managing Oil Search's security and human rights responsibilities and commitments and will allow us to build on the deep community relationships and robust practices that underpin our security management approach.

ALASKA, UNITED STATES OF AMERICA

Alaska, northwest of Canada, is known for its diverse terrain, its concentrated population, and for extreme temperature conditions. Alaska Natives make up approximately 16% of Alaska's residents. They include at least 20 language groups and several hundred

villages and tribal groups, with the majority from the Inuit (Inupiaq) group.

Our operations in Alaska are located onshore in the remote North Slope. With strong governance and law and order processes in place in the United States, we do not consider our use of public and private security forces a salient human rights risk and therefore Alaska does not form a prominent part of our VPSHR work. Nevertheless, the VPI will play an important role in helping us build and align this new business with all our VPSHR-aligned security procedures.

MIDDLE EAST AND NORTH AFRICA

Oil Search is in the process of exiting Kurdistan and exited Yemen in early 2018. Due to the lack of operational activity in these areas, there is no VPSHR-related activity to report.

¹ The term 'Salient' refers to those human rights that are at risk of the most severe negative impacts through a company's activities or business relationships. They therefore vary from company to company. This concept of salience uses the lens of risk to people, not the business, as the starting point, while recognising that where risks to people's human rights are greatest, there is strong convergence with risk to the business. (Reference: [UNGP](#))



PERFORMANCE SUMMARY

In 2018 — Oil Search's second full year as a signatory to the VPSHR — our activities focused on strengthening the alignment between how we manage security, and the human rights risks it poses to the business in PNG.

With a structured approach built on strong foundations and fundamentals, we made progress in the following areas:

- Updated our Company-wide and country-level human rights risk assessment, which confirmed the priority and saliency of human rights and security risks in PNG and identified that security-related human rights concerns are not a significant issue for our operations in Alaska.
- Commenced a review of our grievance management system, including considering how effectively the existing system captures, classifies, escalates, investigates, remedies and closes community grievances, and its appropriateness for managing incidents or grievances that have possible human rights impacts.
- Conducted an internal audit to assess compliance with the requirements of the Company's MoU with the RPNGC and the VPSHR.
- Continued to enhance management reporting related to security and human rights.
- Provided training for private security providers and inductions for public security providers that included the VPSHR.

EARTHQUAKE SECURITY OVERVIEW

In February 2018, a magnitude 7.5 earthquake struck the PNG Highlands and materially impacted the communities in our project areas. The incident fully tested our security, crisis and emergency preparedness.

While no major injuries were sustained by Oil Search staff or contractors, some of our camps and associated facilities were damaged. The impact on local communities within our operational areas was substantial, with many deaths and the destruction of houses, schools, roads and bridges.

Clashes between community members and clans displaced by the earthquake significantly challenged security and relief efforts in certain locations. Earthquake response activities in the Southern Highlands were also temporarily suspended after an outbreak of violence in the provincial capital, Mendi. The damage caused by the earthquake and the escalating security situation led to the PNG Government declaring a state of emergency for parts of the Highlands. The impact of the state of emergency on Oil Search's operations was not significant.

Oil Search's Security and Emergency Response teams played a substantial role in the relief effort, working closely with the PNG Defence Force and PNG authorities in their response activities. The UN estimates that Oil Search

delivered about 80% of total food supplies to affected areas in the first four weeks following the earthquake. The Company also supported mobilisation of the RPNGC to affected areas.

For more information see our [Social Responsibility Report](#).





A RESPONSIBLE HUMAN RIGHTS AND SECURITY APPROACH

Oil Search's [Social Responsibility Policy](#) guides a socially responsible approach to operations in host countries and across our supply chain that is based on respect for human rights and the desire to do no harm. Together with our commitment to sustainable development, this approach helps to maintain strong community relations and a responsible operating environment.



The stability of the local operating environment depends on how our employees and contractors interact and engage with local communities and governments, and how we make sustainable development inclusive. Our presence has the potential to have a significant impact — both positive and negative — on the day-to-day lives of communities, so having the trust and support of local stakeholders is vital.

Stakeholder engagement, transparency and open communication are therefore important elements of our approach to human rights and security within the Company and with our host communities.

STAKEHOLDER ENGAGEMENT

Oil Search recognises the importance of strong, mutually respectful stakeholder relationships and the role they play in achieving business success. We seek to embed human rights considerations into our processes while listening, and appropriately responding to, stakeholder feedback and concerns.

Community relationships are a critical component of our security management approach. Oil Search Community

Affairs team members are local people who ensure issues are understood and responded to in a culturally appropriate manner. The Community Affairs and Security teams work closely together to share information and respond to concerns, always leading with a relationship-based approach.

When community unrest occurs, it is often the result of inter-tribal conflict, or related to issues between communities and the Government regarding unfulfilled commitments. We aim to minimise the potential for these types of conflicts by reporting our [payments to Government](#) transparently and supporting Government efforts to respond to or engage with communities. We provide logistic support to facilitate dialogue and ensure Government representatives and agencies are aware of their obligations.

ENGAGEMENT WITH SECURITY FORCES

Oil Search seeks to improve security providers' ability to protect and promote human rights so we can operate in a way that fully respects human rights. This is particularly

important in locations where the responsible provision of security is complex and challenging, and where local private or public security providers may require training and effective supervision.

Oil Search's operations rely on the use of unarmed private security providers. In PNG, these companies are owned by Landowner Companies (Lancos), which represent host communities. Our use of non-Lanco private security firms outside field areas is minimal and is limited to specialist support in Port Moresby for alarm-monitoring and vehicle-tracking.

Oil Search also engages with the PNG Government regarding the provision of public security through the RPNGC and, in some cases, the PNG National Defence Force (PNGDF). These relationships are governed by the Oil Search-RPNGC MoU, which requires the RPNGC and PNGDF to:

- Act in a manner consistent with the VPSHR, Universal Declaration of Human Rights, UN Code of Conduct for Law Enforcement Officials and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials.

- Receive appropriate training on respect for human rights.
- Report, investigate and take appropriate action against allegations of human rights abuse.

In 2018, we conducted security and human rights training with 120 of our private security personnel, using specially-developed materials that are consistent with VPSHR requirements. Public security personnel engaged by Oil Search underwent site induction training, which included a briefing about the VPI. This ensured our Security personnel were trained in, and familiar with, the provisions of the VPs, including

the use of force, incident reporting and crisis management.

We have continued to integrate the VPs into all security contract arrangements, to further align security companies with our commitment to the VPSHR and ensure they operate with respect for human rights. Relevant contract clauses are being progressively included in all new and renewed security contracts. This is an important part of our Responsible Supply Chain Strategy, which is described in more detail in our [2018 Preliminary Modern Slavery Statement](#).

TRANSPARENCY

Oil Search publishes details about our business activities, actions and intent in the belief that transparency and accountability underpin our stakeholder credibility and help to advance related societal issues, including human rights.

We release information on key sustainability issues annually in our Social Responsibility Report and promote the benefits of participating in the VPI on the Oil Search website. The Report content is reviewed by relevant members of the senior management and executive team and is endorsed by the Board HSSC. We also make an



annual Communication of Progress to the UNGC and participate in a range of benchmarks, surveys and indices related to our social responsibility performance.

Our annual VPSHR Reports are available to all VPSHR participants, are publicly available on the [Oil Search website](#), and are referenced in the human rights section of our [Social Responsibility Report](#).

HOW WE ENGAGE

Oil Search works with a range of key stakeholders, including public and private security forces, to promote understanding, respect for and implementation of the VPs. See [Promoting the Principles](#) for more information.

KEY STAKEHOLDERS	HOW WE ENGAGE ON VPS AND SECURITY MANAGEMENT
PRIVATE SECURITY PROVIDERS	<p>Lanco field security services</p> <p>VPSHR training</p> <p>Daily toolbox and weekly coordination meetings</p>
PNG GOVERNMENT AND PUBLIC SECURITY (RPNGC/PNGDF)	<p>Engaged under an MoU aligned with the VPSHR and other international standards</p> <p>Site inductions</p> <p>Weekly meetings</p> <p>Quarterly provincial meetings</p> <p>Review and follow up of incidents</p>
COMMUNITY	<p>PNG Village Liaison Officer (VLO) network</p> <p>Regular community visits focused on relationship-building and grievance management</p>
PEERS	<p>VPSHR Plenary and Corporate Pillar meetings and calls</p> <p>Global Compact Network Australia (GCNA) Human Rights Leadership Group participation</p> <p>IPIECA social responsibility working groups and task forces</p> <p>Weekly security managers' meetings with joint venture partners</p> <p>Informal communication and intelligence-sharing</p>
CIVIL SOCIETY	<p>Ad hoc meetings and updates</p> <p>VPSHR Plenary and other VPSHR forums</p>
AUSTRALIAN GOVERNMENT	<p>Participation in Department of Foreign Affairs and Trade's (DFAT) Australian VPI Working Group</p>

A woman with short dark hair and red-rimmed glasses, wearing a blue long-sleeved shirt with an 'Oil Search' logo and an ID badge, is pointing at a document on a table. A man wearing a dark cap with sunglasses on top and a dark shirt is looking at the same document. Another person's arm and shoulder are visible in the foreground, also looking at the document. The background is slightly blurred, showing an indoor setting.

HUMAN RIGHTS AND SECURITY GOVERNANCE

The Oil Search Board HSSC oversees the Company's strategies, processes and performance relating to health, safety, environment, security and social responsibility, including human rights risks.



Our cross-functional VPSHR Steering Committee is chaired by the Executive General Manager of our PNG Business Unit. It is made up of two Oil Search executives and senior subject matter experts in human rights, security, operations, social responsibility and community affairs.

The Committee meets a minimum of four times a year to support an integrated approach to security and human rights across the business and considers opportunities to improve our performance. Its key responsibilities are outlined in a Charter, and include:

- Addressing risks associated with the use of public and private security forces.
- Monitoring RPNGC performance against the MoU.
- Ensuring appropriate visibility of security incidents related to human rights by monitoring, reviewing and investigating those with alleged or potential human rights breaches and ensuring human rights commitments are upheld and the appropriate remedy has been put in place.
- Overseeing and, where appropriate, managing performance against the VPI Plan.

- Reviewing and endorsing the annual VPI Plan and Report and associated internal and external reporting (e.g. VPSHR Plenary presentations).

Our Security and Community Affairs specialists are located at operational areas and work in accordance with field community engagement plans. These plans guide a proactive and integrated approach to engaging with communities, so security risks are properly assessed and monitored; security controls are successfully implemented; and a consistent, timely and appropriate response is made to requests, queries or concerns raised by host community members.

POLICY AND PROCEDURAL FRAMEWORK

Our commitment to the VPSHR is underpinned by the Oil Search [Code of Conduct](#). The Code outlines the required standards of behaviour and expectations for all our interactions with others, for the decisions we make and how we carry out our responsibilities at work. The principles of the Code are defined in Company policies, the most relevant being the [Social Responsibility and Health, Safety, Environment and Security Policies](#). In July 2018, the Board

HSSC endorsed the development of a stand-alone Human Rights Policy that includes our commitment to the VPSHR.

As a VPI participant, we are committed to responsible security management that aligns with our commitment — and that of our VPI peers and joint venture partners — to respecting human rights.

Our multi-year human rights and VPI plans outline clear actions to strengthen our security and human rights processes. The Company's use of security services is governed by a procedure that formalises specific requirements relating to engagements with public and private security, including:

- The engagement strategy to be applied.
- Investigation and reporting of allegations.
- Risk assessments required.
- Public reporting.

This procedure also requires that Oil Search's Security teams are appropriately trained and equipped for their task. Our induction training programme guides providers on how to identify issues together with public



security forces, and how to respond in a way that focuses on human rights.

In 2018, we conducted an internal audit relating to our MoU with the RPNGC that assessed compliance with the MoU and a selection of management controls and processes. No material concerns were identified and opportunities for process improvements will be progressively addressed as a part of our VPI Plan.

We are also progressively introducing human rights considerations into relevant systems, procedures and guidelines. So far, these have included:

- Risk management.
- Environmental and social impact assessment.
- Grievance management.
- Stakeholder management.
- Security management.
- Contract and procurement management.
- Land access.

This process involved gaining a greater understanding of the security and human rights context, with

emphasis on training programmes and ensuring Security staff can identify and manage potential security and human rights situations.

SECURITY AND HUMAN RIGHTS RISK MANAGEMENT

The ability to accurately assess risks in the Company's operating environment is critical to the security of personnel, local communities and assets; the success of the Company's short- and long-term operations; and the promotion and protection of human rights. Any association with adverse human rights impacts has the potential to harm Oil Search's community relations and create instability.

To identify potential human rights risks and assess controls and impacts, we review our human rights risks in accordance with the UNGPs and VPSHR. In 2018, we engaged a specialist human rights consultancy to provide a comprehensive update on our human rights due diligence profile that included Alaska. This confirmed that the potential actions taken by security contractors to secure project sites represents one of our most salient

human rights risks in PNG.

Security-related risk assessments are conducted by senior personnel who are responsible for security management at locations where public security personnel are engaged and are informed by each country's human rights risk assessment. As a minimum, they address:

- The number of public security personnel required.
- Their human rights record.
- The impact their presence may have on the local community.
- The impact their presence may have on the organisation.

Each site manages a risk register that documents risk assessment findings and associated controls. Sites are required to identify both existing and additional controls to avoid or mitigate identified security and human rights risks.

Our procedure governing crisis, emergency and incident management requires us to develop a security response plan as part of each field response plan. These are reviewed and approved by the Security team.

INCIDENT MANAGEMENT AND REPORTING

Human rights and security incidents are recorded in Oil Search's incident management system. Our employees and contractors are required to report suspected breaches of the Code of Conduct, including those related to human rights, with the option of using the Oil Search Whistle-blower Hotline.

Community members can raise concerns or grievances related to security and human rights at any time with the Oil Search Community Affairs team, with site managers through their resident VLO, or through the Whistle-blower Hotline. Issues, grievances and community engagement are recorded and managed through the Community Affairs Information Management System.

Grievance management is an important element of Oil Search's security and human rights approach. We reviewed our grievance management system in 2018, focusing on how we capture, classify, escalate, investigate, remedy and close stakeholder (non-employee) concerns and grievances. The review's outcomes will inform our plans to further strengthen

the system and enable complaints and issues to be tracked and addressed effectively. For more information on the objectives of the review, see our [2018 Social Responsibility Report](#).

All allegations and incidents related to human rights and security are reviewed by the VPSHR Steering Committee. Material community grievances, including security incidents with possible human rights implications, are also reported to the senior management team and Board HSSC.

INCIDENTS RELATED TO SECURITY AND HUMAN RIGHTS IN OUR OPERATIONAL AREAS IN 2018

Lack of regulatory penalties and systemic challenges mean that resolving investigations into incidents involving public security can be slow. Oil Search is committed to reporting, encouraging investigation and following up incidents in accordance with our obligations under the MoU, Company procedures and our VPSHR commitment. This includes:

- Recording the event in Oil Search's incident reporting database as a human rights incident or consequence.

- Reporting the incident to the relevant in-country authorities, encouraging investigation and conducting follow-up enquiries to identify what was done to prevent reoccurrence.
- Reporting the incident to the VPSHR Steering Committee.
- Providing a synopsis of the event in the monthly Group 1 Health, Safety, Environment and Security update.

In 2018, Oil Search reported three incidents related to security and human rights to relevant authorities in PNG. They all involved alleged assaults by RPNGC Officers against contractors working with us or community members in our project areas.

One incident was settled by the Police Officer paying compensation to the victim's family, one is pending the results of a Police investigation and the third has not proceeded due to the lack of a formal complaint to the Police by the contractors. As a result of the incidents, Oil Search requested the Police command to redeploy the Police officers involved, which was agreed.





PROMOTING THE PRINCIPLES

Oil Search collaborates and actively engages with other VPI participants to facilitate greater understanding of issues related to VPI implementation and we remain committed to providing timely responses to reasonable requests for information. We also strive to participate in related forums in countries where we operate.



Oil Search is well-positioned to support implementation of the VPI through the Company's own initiatives and by cooperating with our key operating joint venture partners in PNG, ExxonMobil and Total, who are both VPI signatories. We build and strengthen these relationships through regular discussions about our security engagements, taking opportunities to leverage support, and sharing our security and human rights approaches. Where Oil Search is not the operator (e.g. the PNG LNG and Papua LNG projects in PNG), we scrutinise the operator's human rights plans for appropriate consideration of the security and human rights context.

Oil Search participated in the March 2018 Annual Plenary Meeting of the VPI in Washington D.C, and we are committed to ongoing participation in the VPI through these meetings and Corporate Pillar calls. We believe they provide a strong platform for multi-stakeholder engagement and shared learning on security and human rights in the extractive industries sector.

In June and November 2018, we participated in the newly established Australian VPI Working Group, which is convened by the Australian DFAT. Participants included representatives from Australian-based VPI Corporate Pillar members. We discussed issues of common interest, including the challenges of providing security at non operated assets and in new countries and the general security environment in countries such as Myanmar, Laos and PNG.

During the year, Oil Search engaged with civil society VPI member Fund for Peace and also responded to a query by the Business and Human Rights Resource Centre.

Oil Search participates in a range of industry and related forums where we promote the VPI with peers and governments:

- We are an active member of IPIECA, the global oil and gas industry association for environmental and social issues. We belong to two groups that routinely discuss

security and human rights, the Social Responsibility Working Group and the Human Rights Task Force.

- Oil Search is an active member and participant in the Global Compact and the GCNA, which develops an understanding of the links between sustainable development initiatives, peace and justice and promotes active measures for reducing the potential for conflict. We also participate in the GCNA Human Rights Leadership Group and associated forums.
- Oil Search has ongoing engagements with joint venture partners and peers in PNG through security managers' meetings, to benchmark in-country security and human rights practices and share lessons learned.

In 2018, we continued to raise awareness of the VPs by communicating our progress through reporting platforms, intranet, [social media](#) and [website](#).



LESSONS LEARNED

Oil Search will continue to develop a deeper consideration for security and human rights risks and keep applying the VPs within our operations, with a continued focus on awareness and training.

Oil Search continues to progress our multi-year VPI plan, which focuses on the core aspects of the VPs. From this we have learned that:

- Having a structured plan allows us to review processes and incorporate learnings as we progress.
- Multiple stakeholders, including partners, governments, civil society organisations, NGOs and multi-stakeholder initiatives shape what are considered reasonable expectations about adequate and effective human rights due diligence and security management for resource companies.
- Governments play an important role in resolving and preventing incidents, but their capacity is often limited and unsupported by strained or weak governance and justice systems.
- There is value in collaborating with other participants and peers, as evidenced by security managers' meetings and our participation at the Plenary Meeting in Washington.
- Our understanding of security and human rights risk will continue to broaden in line with consistent internal and external communication and practice, and they will ultimately become a routine consideration when doing business.

Oil Search is using our lessons learned to enhance stakeholder understanding of the VPs, improve training, facilitate integration of processes and procedures, and support the activities of the VPI through our participation in the VPs and external forums.

PRIORITIES FOR 2019

Through our VPSHR Steering Committee, we will ensure appropriate visibility of security-related human rights incidents by monitoring, reviewing and investigating incidents with alleged or potential human rights breaches, and ensuring human rights commitments are upheld and the appropriate remedy has been put in place.

Through the multi-year VPI plan, we will contribute to the implementation and advancement of the VPSHR in 2019 by:

- Cementing our commitment to the VPSHR in our new Human Rights Policy.
- Progressing to the next phase of our grievance management review and beginning to implement its recommendations.
- Continuing to enhance and review processes and procedures to improve our capability for reporting, investigation, follow up and remediation of potential security and human rights issues.

- Ensuring our VPSHR commitment requirements are adequately integrated into associated procedures.
- Incorporating VP-specific content in inductions and organisational training.

We also plan to:

- Review and update our VPI plan.
- Identify further opportunities for civil society engagement.
- Continue to participate in Annual Plenary Meetings, Corporate Pillar calls and DFAT, IPIECA and GCNA Working Groups.
- Continue to seek out opportunities to meet with our stakeholders to discuss security and human rights as they apply to our operations, and to capitalise on other opportunities to increase awareness.

VPSHR VERIFICATION AND REPORTING FRAMEWORK

VPSHR REPORTING REQUIREMENT	CATEGORY	REPORT REFERENCE
COMMITMENT TO THE VPI		
Public Statement of commitment or endorsement of the VPs, engagement in the VPI, and transparency	Public Statement	Overview Message from the Managing Director A responsible human rights and security approach
	Engagement	Stakeholder engagement Promoting the Principles
	Transparency	Transparency
Examples of promoting awareness of the VPs throughout the organisation or government, including within the value chain	Awareness	Stakeholder engagement
Examples of promoting and advancing implementation of the VPs internationally	Promotion	Promoting the Principles
POLICIES, PROCEDURES AND RELATED ACTIVITIES		
Relevant policies, procedures, and/or guidelines (or any changes thereto from the previous reporting year) to implement the VPs	Policies and Procedures	Human rights and security governance Policy and procedural framework
Company procedure to conduct security and human rights risk assessments, and integrate findings	Risk Assessment	Security and human rights risk management
Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the company's activities	Engagements with Security Forces	Human rights and security governance
Company procedure to consider the VPs in entering into relations with private security providers		Incident management and reporting
Company procedure or mechanism to investigate and remediate security-related incidents with human rights implications by public/private security forces relating to the company's activities		Engagement with security forces
COUNTRY IMPLEMENTATION		
Overview of country operations selected for reporting	Country Operations	Overview Security and human rights landscape
Engagements with stakeholders on country implementation	Stakeholder Engagement	Stakeholder engagement How we engage Promoting the Principles
VPs considerations in the selection of private security providers and formulation of contractual agreement with private security providers, as well as an arrangement with public security forces	Engagements with Security Forces	Engagement with security forces How we engage
Examples of supporting outreach, education, and/or training of (i) relevant personnel, (ii) private security, (iii) public security and/or (iv) civil society (e.g. local NGOs, community groups)	Awareness & Engagement	Stakeholder engagement Promoting the Principles
Company procedure to review progress on implementing the VPI at local facilities	Performance	Policy and procedural framework Performance summary
LESSONS LEARNED		
Lessons or issues from this reporting year, as well as plans or opportunities to advance the VPs for the organisation	Learnings	Lessons learned

ACRONYMS

CAIMS

Community Affairs Information Management System

DFAT

Australian Department of Foreign Affairs and Trade

HSSC

Health, Safety and Sustainability Committee

HSES

Health Safety Environment and Security

IPIECA

IPIECA is the global oil and gas industry association that shares and promotes good practice and knowledge to help the industry and improve its environmental and social performance

KPI

Key Performance Indicator

MoU

Memorandum of Understanding

NGO

Non-Governmental Organisation

PNG

Papua New Guinea

PNGDF

PNG National Defence Force

RPNGC

Royal Papua New Guinea Constabulary

UNGC

United Nations Global Compact

UNGP

UN Guiding Principles for Business and Human Rights

VLO

Village Liaison Officer

VPs

Voluntary Principles

VPI

Voluntary Principles Initiative

VPSHR

Voluntary Principles on Security and Human Rights

2018 SOCIAL RESPONSIBILITY REPORTS



VPSHR Report



Transparency Report



Preliminary Modern
Slavery Statement



Social Responsibility Microsite

Enquiries and feedback on this reporting and performance are welcome.

Please contact the Oil Search social responsibility team on:

socialresponsibility@oilsearch.com



THE GLOBAL OIL AND GAS
INDUSTRY ASSOCIATION
FOR ENVIRONMENTAL
AND SOCIAL ISSUES

MEMBER OF
**Dow Jones
Sustainability Indices**
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