
HUMAN RIGHTS POLICY

Total E&P Mozambique Area 1, Lda., as a responsible operator, commits to respect human rights in all of our activities and commits to respect national laws and internationally recognized human rights standards including the Universal Declaration of Human Rights, the principles set forth in the fundamental conventions of the International Labour Organization, the United Nations Guiding Principles on Business and the Human Rights, the United Nations Global Compact Principles, the OECD Guidelines for Multinational Enterprises and the Voluntary Principles on Security and Human Rights.

CONSISTENT WITH OUR HUMAN RIGHTS COMMITMENTS IT IS OUR POLICY TO:

- » Conduct our business practices in accordance with the applicable laws and in a manner that embodies our culture of acting in an exemplary manner in relation to Human Rights, Health, Safety, Security, and the Environmental.
- » Integrate Human Rights Due Diligence into the way we work. Our Human Rights Due Diligence Action Plan framework provides for: building appropriate foundations; continuous assessment of potential operational impacts and risks to human rights, complemented by periodic independent human rights risk and impact assessments when appropriate; action plans based on these assessments; continuous improvement and monitoring of identified risk areas; and, communication. In conducting Human Rights Due Diligence, we pay attention to the rights of people most vulnerable to adverse impacts.
- » Promote gender-sensitive approaches in our workplace and in the delivery of Project socio-economic development plans that simultaneously strive to eliminate discrimination, gender-based violence and harassment on the one hand and promote the representation, participation and development of women on the other.
- » Conduct a comprehensive stakeholder-engagement process for new projects and where appropriate, existing ones, including information sharing, meaningful consultation and disclosure of our plans and activities with identified stakeholders, with affected stakeholders being a priority.
- » Engage with local communities in our area of operations in a way that is culturally appropriate, timely and respectful of all parties involved, and incorporate stakeholder concerns and feedback on operational impacts to local communities from project inception to closure.
- » Ensure access to remedy for impacted stakeholders through the establishment and operation of grievance mechanisms aligned with the UNGP effectiveness criteria and where appropriate, provide fair remediation.
- » Ensure fair and safe working conditions and remuneration; prohibit all forms of discrimination and harassment in the workplace with particular attention to recruitment, compensation, benefits or termination; prohibit and prevent forced or compulsory labour, child labour; and, respect the rights to freedom of speech, association and collective bargaining, freedom of thought, conscience and religion.
- » Support and implement the Voluntary Principles on Security and Human Rights as a framework to inform the way we engage and work with any public and private security forces to reinforce respect for human rights.
- » Respect the rights to freedom of expression and access to information in our engagement with affected stakeholders. In particular, we recognize the important role of Human Rights Defenders (as defined in the UN Declaration on Human Rights Defenders of 1998) in the promotion and protection of human rights. We do not tolerate any threats, intimidation, harassment, or violence against those who voice their opinion regarding our operations. We take seriously any allegations of reprisals. We involve affected stakeholders in our engagement process to make sure they can freely express their concerns.
- » Express to government and other stakeholders our belief in the importance of respecting human rights in all relevant circumstances, whilst understanding their different roles and responsibilities to protect and respect Human Rights.
- » The implementation of this policy will be overseen by a dedicated Human Rights Committee, with representation from relevant departments, responsible for continuous assessment of evolving risk and monitoring of the delivery of the Human Rights Action Plan.

We endeavor to promote human rights awareness and respect with our business partners and along the broad value chain, including by adopting and incorporating appropriate legal and contractual frameworks, the provision of training, and the promotion of multi-stakeholder actions where appropriate. While this policy applies to our employees and officers, we seek to ensure our business partners act in a manner consistent with the human rights principles set out in this policy.

This policy was approved on 12th March 2021 and will be updated as often as necessary, in a continuous improvement approach.



Ronan BESCOND
Director General
Total E&P Mozambique Area 1 Lda.