

Indigenous peoples engagement policy

Policy statement

Perenco is a responsible and committed operator. We aim to contribute to the positive development of the countries and local areas in which we work. In all our operations we must respect the cultures, values and customs of all indigenous peoples.

As part of this commitment, we seek to:

1. understand the perspectives of indigenous peoples;
2. create meaningful engagement; and
3. foster an environment of mutual trust and respect.

To achieve these aims, Perenco acts as both a local and global company.

- We integrate the principles described in this policy in our strategy and conduct;

- We use a tailored local approach, deploying specific societal, environmental and economic initiatives, such as consultations, relationship building programs, employment initiatives, local content development and strategic community investments;

- Our interactions with indigenous peoples around the world are consistent with the goals of the United Nations Declaration on the Rights of Indigenous People (UNDRIP).

About this policy

The purpose of this policy is to set out our values and responsibilities, and the responsibilities of those working for us, in observing and upholding Perenco's core values and all its policies to promote harmonious and respectful relations with indigenous communities.

All employees must be aware of and understand this policy and follow them as they apply to their role. All contractors are expected to act consistently with this policy and comply with operational and technical requirements.

As we operate in many different countries each subsidiary and business unit is responsible for developing and supplementing this policy within its own area of operation to uphold the principles and meet the expectations described herein.

There may instances where local laws or regulations conflict with or differ from this policy. In this case, we will apply the strictest standard. If in doubt, the employee must speak-up and contact their manager.

Principles

This policy describes how we must act to achieve our goal and embeds the following principles throughout each operation and every stage of the process to create meaningful engagement with indigenous peoples:

1. Build Community Relations: We aim to build relationships with indigenous communities through mutual trust, meaningful engagement and respect.

- We must consider how indigenous peoples prefer to engage with our company. Communities may decide the language in which they want to communicate as well as who will provide their viewpoints and represent their wishes.
- We must have open and continuous dialogue with indigenous communities and collaborate to create a common vision for progress and sustainable prosperity.
- We acknowledge the mutual benefits of understanding community concerns and complaints and addressing them. We therefore strive to deal sympathetically and appropriately with any concerns through effective local response.

2. Effective Consultation: Through consultation, and in full respect of the local laws Perenco engages with indigenous peoples to understand indigenous peoples' perspectives on issues.

- We actively seek indigenous communities' feedback in the planning, design, and execution of our projects, and our operations.
- During the consultation process we consider these views together with traditional practices, culture, and language.
- We deal constructively with different views, to the mutual benefit of Perenco, the indigenous peoples and all stakeholders.

3. Workforce Development: Perenco is a multicultural community and offers fair opportunities to everyone. We want our workforce to develop and each person to realise their potential.

- Our recruitment programs support the participation and involvement of qualified indigenous peoples;
- Empowerment is at the core of Perenco strategy, and we support the training and education of all employees and, through our community support strategy, that of local communities.
- Sharing common values amongst our team is of paramount importance and therefore we also support training and education to further employee knowledge of indigenous cultures, history, and traditions.

4. Business Development: Perenco recognizes that indigenous peoples desire economic benefits from development, and we want indigenous peoples, their businesses, and communities, to benefit from our presence:

- Our subsidiaries collaborate with indigenous businesses to identify mutually beneficial opportunities.
- We support local employment initiatives and cultural heritage programs and strategic community investments.
- We always consider the local market for goods and services and aim to use local content that meets applicable standards and is competitive.

5. Ongoing Monitoring: Meaningful engagement is a continuing goal in a dynamic context. We therefore acknowledge the importance of regularly monitoring our relationships and partnerships with indigenous communities to maintain the environment of mutual trust and respect.