



NOROIL - Our commitment to Corporate Social Responsibility

Corporate social responsibility vision

NOROIL's mission is to deliver superior returns to our shareholders by focussing on finding, acquiring, developing and producing oil and gas assets in the Middle East and Africa at low cost in a sustainable way and at an acceptable level of risk.

We meet our commitments efficiently and transparently and expect the same of our host governments, partners, employees, contractors and customers. We treat stakeholders fairly and respectfully by adhering to high standards of governance, business conduct and corporate social responsibility.

Corporate social responsibility starts with identifying, understanding and addressing the needs of all key stakeholders. Wherever we will operate, we make a concerted effort to maintain mutually beneficial relationships with any of our stakeholders, and achieving this through open and honest dialogue and making all possible efforts to balance their interests with our own as a Norwegian company.

In addition to balancing stakeholder interests, essential ingredients to NOROIL's success as a responsible and effective market player, include an active engagement with local communities, the safety and security of our people and operations, an optimal environmental footprint and a zero tolerance for corruption in any form.

Social impact

NOROIL aim to contribute to the development of local communities in which we operate. We shall remain mindful of cultural differences and the need to always treat these communities with respect and dignity. We aim create jobs, and to ensure a local footprint by hiring and training local staff and partner up with local companies and institutions that provide relevant services, including inspections, maintenance support, civil engineering, transportation, remediation, catering, security, consumables, equipment and waste disposal.

We work to support and ensure that our service providers are familiarized with and comply with internationally recognized human rights protocols and in particular to actively counter human trafficking and child labour practices.

NOROIL will use its operational presence and capabilities to provide services to communities and help develop local infrastructure, competencies and develop solutions and technologies that will support a sustainable local and national development.

We are committed to align with national and regional universities and institutions to share our competencies and best practices aiming for developing future national and sustainable development. This includes actively supporting development a graduate fellowship programs for students from countries in which we keep our operations.



Health, safety, security and environment

NOROIL has a strong commitment to follow our Health, Safety, Security and Environment (HSSE) Policy and believes oil and gas operations shall be conducted responsibly, safely and without threatening public health or the environment. We set targets both at the parent company and through the business unit levels to ensure we manage the integrity of our operations in a responsible, efficient and effective manner, measure our HSSE performance and pursue year-on-year improvements. We will seek close collaboration with local and national authorities on facilities, operations and staff security matters and in developing joint emergency response capabilities and protocols, including response to potential oil spills, harmful gasses and chemicals.

People

People are NOROIL's most important resource. The company's key strength is our core of highly motivated, skilled and experienced professionals in management and operations which are all set up to work closely together as a team to build NOROIL's position as a strong and independent exploration, development and production company. Our team is representing the excellence of Norwegian knowledge and experience and we keep our pride in bringing forward our Norwegian legacy from development of natural oil & gas in the North Sea. Nevertheless, our people have individually and collectively a vast experience from the oil & gas industry in Middle East and Africa.

We celebrate diversity in the NOROIL family in nationality, gender, race, culture, religion and age and do not discriminate in recruitment, advancement, remuneration or otherwise in the workplace.

Towards our staff we shall take pride in recognizing and rewarding dedication, performance and excellence demonstrated by our staff members in HSSE, technical and commercial achievements.

Anti-corruption

NOROIL has a policy of zero tolerance for bribery, corruption, fraud and other illegal business conduct.

NOROIL prides itself to establish and keep a strong reputation for conducting business with integrity and honesty.

NOROIL is determined to comply with all applicable laws, and to preserve its reputation, and to ensure that NOROIL is not exposed to regulatory fines or any other penalties, it is vital that all employees are focused on compliance with national and international laws and regulations.

NOROIL complies with all applicable laws. The Company will carry out the necessary due diligence before making investments or otherwise engaging with governments and business partners.

NOROIL competes fairly, ethically and firmly. And profitably. The Company does not condone anti-competitive practices and complies with applicable competition laws.

Bribery in any form is not tolerated. This approach extends to gifts, entertainment and hospitality, whether received or offered.

While our Code of Conduct and Anti-Corruption Policy documents set out standards and contain strict adherence guidelines with respect to anti-corruption, our internal procedures and compliance officers provide training, monitoring and implementation to prevent anyone working for NOROIL, or acting on NOROIL's behalf, from engaging in any form of illegal, unethical or other disallowed corporate and personal conduct.

Our managers are held personally accountable and liable for ensuring their units operate in full accordance with NOROIL's standards.