



CORPORATE SOCIAL RESPONSIBILITY POLICY

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It is part of Interoil's vision and strategy to grow oil and gas production primarily through development programs focused on maximizing the value of our existing asset portfolio and secondary by acquiring new assets with a sustainable risk profile. We strive to do business in a responsible way, and consider social and environmental challenges as opportunities for business development. We engage in constructive dialogue with stakeholders to ensure the continuous improvement of our operations. As part of Interoil's commitment to sustainable development we aim to conduct our business in an economically, efficient, socially and environmentally responsible way. Interoil will strive towards our corporate social responsibility (“**CSR**”) vision:

- Act responsibly and maintain close and strong relationships towards our stakeholders on a local and corporate level, which include employees, customers, business partners and towards the communities we operate in;
- Support and respect the protection of human rights;
- Zero tolerance for bribery and corruption;
- Comply with local laws and standards;
- Improve and develop HSEQ standards and culture;
- Focus on recruitment of competent personnel and development of staff;
- Manage and control risks systematically; and
- Systematically contribute to the sustainable development of the local communities affected by our operations.

To achieve this we:

- Establish clear CSR objectives, strategies and action plans;
- Have clear roles and responsibilities for CSR at all levels of the organization;
- Comply with the regulatory requirements and build and maintain relationships of mutual respect and trust with our stakeholders;
- Have clear requirements for business partners, which leads us to work with competent partners willing to comply with Interoil's ethical standards in accordance with the Interoil Code of Conduct and Interoil Anti-corruption Policy and Program;
- Identify, assess and manage CSR risks as an integral part of the business;
- Have a transparent and open communication with stakeholders;
- Allow employees and others acting on behalf of Interoil to express concerns related to ethics and corruption;
- Monitor our CSR performance by applying measurements and impact assessments and constantly pursue continuous performance improvement; and
- Promote a culture in which all employees share our CSR commitment.

We believe that our integrity and standards are critical to our sustainability and value as a company.

Our policy for sustainability and corporate social responsibility (the “**Policy**”) is intended to describe our ambitions and our most important target areas.

Roles and responsibilities

Interoil's CSR Policy has been adopted by the Group's board of directors, and shall be evaluated at least every second year.

The local general manager is responsible for ensuring the follow up of and compliance with the content of the Policy. Subject-specific responsibility for sustainability and corporate social responsibility, and the routine responsibility for facilitating and coordinating the policy, rest with the local CSR manager.

Each Interoil employee is responsible for abiding the core CSR principles as outlined in this Policy, and the day-to-day practice of the Policy.

Corporate Social Responsibility principles

The subjects and principles for Interoil's CSR policy are illustrated below. This Policy aims to provide a framework to help to put these principles into practice, and allocates responsibility for their implementation.



Business conduct

The Interoil Code of Conduct outlines our commitment to high ethical standards and compliance with applicable laws wherever we operate. Interoil shall maintain high standards of integrity. Interoil will comply with local law and standards. Interoil shall be honest and fair in all negotiations and agreements. All employees and the board of directors, together with all business partners have to comply with Interoil's Code of Conduct.

Interoil will not permit or tolerate engagement in bribery or other forms of corruption.

Interoil supports the principles set forth in the Universal Declaration of Human Rights. Interoil shall ensure that our operations are conducted in accordance with basic human rights standards.

Interoil shall not discriminate on the basis of gender, religion, race, national or ethnic origin, cultural background, social group, disability, sexual orientation, marital status, age or political opinion. Harassment and other improper conducts are not tolerated.

Interoil encourages stakeholder feedback and considers their suggestions.

Community involvement and development

Interoil aims to ensure that our business practices contribute to long-term economic and social development. Interoil shall act as a responsible and supportive member of the local society, and help create value for the society, develop the local industry and community by using local service providers and contractors or local employees.

Based on systematic impact assessment and corporate strategies, Interoil's operations may engage selectively in social investments that contribute to healthy community development. Interoil aim to contribute to communities primarily through purchase of services from the communities and through contribution directly to identified community projects. To ensure that our activities are properly adapted to meet local conditions and generate positive benefits both for Interoil and the community, we are prepared to enter into an open dialogue with relevant stakeholders.

Environment

Interoil is committed to minimizing the impact of our business on the environment. Interoil will act responsible with an ambition to reduce direct and indirect negative influences on the external environment.

The operating companies within the Group shall be responsible for implementing an Environmental Management System based upon the ISO 14001 standard, and shall at all times be certified for such standard.

Work environment

Interoil shall provide the employees meaningful careers and have clear defined divisional requirements and functional requirements for each employee to ensure clear roles and responsibilities. Interoil shall have clear requirements for recruitment, which leads to hiring competent staff, willing to comply with Interoil's ethical standards in accordance with Interoil's Code of Conduct

Health and safety

Interoil shall ensure occupational safety for its employees. The operating companies within the Group shall be responsible for implementing the Health and safety system based upon the OHSAS 18001 standard, and shall at all times be certified for such standard.

Interoil strives towards our HSEQ vision; zero accidents and zero incidents, as further set out in Interoil's HSEQ policy.

Business relationships

To contribute to improve supplier standards, adequate procedures for monitoring, evaluating and/or selection of suppliers reflecting Interoil's social responsibility principles shall be developed.

In collaboration with its clients and suppliers, Interoil aims to ensure that operations are conducted in compliance with internationally recognised principles for business ethics and corporate social responsibility.

In selecting clients and suppliers, one of our assessment criteria shall be the clients and suppliers' work with human rights and workers' rights and anti-corruption, and the clients and supplier's work in the area of climate and the environment.

The operating companies within the Group shall be responsible for implementing a Quality Management System based upon the ISO 9001 standard, and shall at all times be certified for such standard.

Review and improve Reporting

Each unit shall report on important aspects of the social impact of their business in accordance with guidelines established by the CSR division.

Risk assessment

Adequate handling of CSR risks requires knowledge and understanding of societies and communities affected by our operations. Knowledge and understanding may be acquired from within the organisation or from external sources such as consultants, authorities or non-governmental organisations.

To ensure that Interoil act in accordance with CSR principles and manage opportunities and risks, our organization shall seek to anticipate critical social issues. Key stakeholders shall be identified and, when appropriate, be consulted before any major commitments are made or significant resources are allocated.

To ensure the best possible management of long-term social consequences related to significant changes on an ongoing operation or if new projects are launched, the unit in charge should evaluate whether and to which extent social impact assessment should be conducted as a basis for making business decisions.

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