



Approved by the Board of Directors on May 22 2017

HUMAN RIGHTS POLICY

INTRODUCTION

INPEX fuels society and drives the economy by supplying vital sources of energy. We strive to maintain respectful communications and build trust with local communities and all other stakeholders wherever we operate. As a global corporate citizen, we strive to take responsibility for what we do by prioritizing safety, conserving the environment, creating jobs, protecting human rights, respecting different cultures and customs, contributing to host communities, and maintaining high standards throughout our value chain.

Guided by the UN Guiding Principles on Business and Human Rights, this Policy was developed to comprehensively define our firm commitment to respect human rights. We will meet our responsibility to respect human rights in line with this Policy, together with our existing policies and processes.

This Policy applies globally to all personnel of the INPEX Group.

COMMITMENTS

1. We conduct our business consistent with the spirit of the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work; the International Bill of Human Rights; and other applicable international human rights principles, with respect for the rights and dignity of people.
2. We treat everyone who works for INPEX fairly and without discrimination in the workplace.
3. We do not tolerate forced labor or illegal forms of child labor.
4. We respect the freedom of association and the right to organize in accordance with ILO principles.
5. We strive to provide safe, secure, and healthy working environments.
6. We expect our suppliers and business partners to respect the spirit and intent of the principles contained in this Policy. In joint ventures where we may not be able to control the decision-making process, we will exercise our influence to the maximum extent possible to encourage our joint ventures and joint venture partners to follow similar principles.
7. We recognize and respect the human rights of people in communities, including indigenous peoples, affected by our business activities.
8. We conduct our security activities as recommended in the Voluntary Principles on Security and Human Rights.

ACTIONS

1. We will conduct assessments on potential human rights impacts. We will mitigate and seek to prevent potential adverse impacts identified while engaging with those who may be directly affected or their legal representatives in an appropriate manner. We will integrate the findings of the assessments in our operations across functional groups.
2. We will foster consultations with communities and experts on potential human rights impacts.
3. Where we identify that we have caused or directly contributed to adverse human rights impacts, we will provide or cooperate in providing access to appropriate remediation through legitimate processes, including grievance mechanisms where relevant.
4. We will review the effectiveness of our responses to identified adverse human rights impacts by drawing from internal and external feedback.
5. We will comply with all applicable laws and regulations of countries where we operate. When legal frameworks are in conflict with international human rights principles, we will seek ways to respect international human rights to the greatest extent possible, without violating domestic law.
6. We will embed this Policy in our operations by raising awareness among all personnel of the Group through training.
7. We will assess and report annually on the implementation of this Policy.