



# **Seagull Petroleum and Mining**

## **CSR Policy**

**Effective as of October 02, 2018**



## **Corporate Social Responsibility (CSR) Policy**

In order for Seagull Petroleum and Mining to achieve its goals, it is essential that Seagull must be trusted by society. As a company, we must be able to efficiently manage the challenges and requirements society imposes on our activities. We must recognize that our operations may impact the communities in which we operate.

### **Corporate responsibility and our principles**

Corporate responsibility shall be reflected in our core values, in the quality of our work and products, and in our entire range of activities. There must be coherence and synergy between what we say and what we do.

### **Seagull is committed to:**

- Make choices based on how they affect our interests and the interests of the societies around us
- Operate its business with integrity and respect laws, different cultures and human dignity and human rights.
- Ensure transparency, anti-corruption, and respect for human rights and labour standards
- Reducing negative socio-economic impacts related to operations.
- Generate positive spin-offs from our core activities to help meet the aspirations of the societies where we operate
- Respecting the value of historical, natural and cultural heritage of local communities.
- Operate its business in accordance with fundamental human rights as enshrined in the UN Human Rights Declaration and follow the standards of the International Labour Organization.
- Establish long-term working relationships and utilize the supplier industry's expertise for the further development of the industry.
- Reinforcing the use of local workers and contractors where feasible and compatible with operations.
- Contributing to human development by emphasizing education and supporting local skills.

### **CSR and Anti-corruption (OPENNESS)**

Seagull shall be a transparent and open company vis-à-vis the general public, the authorities, partners, the local community and media. We shall conduct our business in an ethical manner and work against all forms of corruption.

### **Cooperation with other parties**

Seagull shall show frankness regarding risk and the manner in which we manage the various aspects of our activities. We shall contribute to an open dialogue both internally as well as externally.

**As Seagull's CEO**, I am committed to minimize and manage all the social risks associated with our operations and presence wherever globally. I will review the social Policy periodically with its mitigation actions so it is compliant at all times to our scope of projects. Please join me and the entire Seagull organization in adopting and executing this Social Policy in a manner where we all are proud.

Chief Executive Officer