

Human Rights Policy

In furtherance of the commitments Lundin Petroleum AB made under its Code of Conduct and the United Nations Global Compact, as well as following the United Nations Guiding Principles on Business and Human Rights (“UN Guiding Principles”), the Company reiterates through this Policy its commitment to respect human rights wherever it operates.

Lundin Petroleum is committed to respect internationally recognised human rights, not to infringe on individuals’ human rights, and not to be complicit nor contribute indirectly to human rights abuses.

Human rights are to be understood as those referred to in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights and in the International Labour Organization’s Conventions and, in relation to business activities, in the Global Compact, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles.

While Lundin Petroleum respects all human rights, it focuses primarily on those human rights that potentially may be most impacted, directly or indirectly, by its activities.

As per its Code of Conduct, respecting the human rights of its employees means providing for a safe and sound working environment. In particular, Lundin Petroleum recognises the importance of respecting the rights of local communities, and thus prior to any new investment, it analyses potential impacts on human rights.

Lundin Petroleum expects its employees, business partners, contractors and suppliers, to respect human rights and to observe highest standards of professional integrity.

Lundin Petroleum is also committed to promote human rights in its sphere of influence.

Lundin Petroleum will ensure that appropriate training is provided throughout its operations and will monitor and assess compliance with this Policy.

This Policy will be subject to periodic review through the Company’s human rights due diligence process.