

Contractor Declaration

Sustainability
April 2020 – v.3

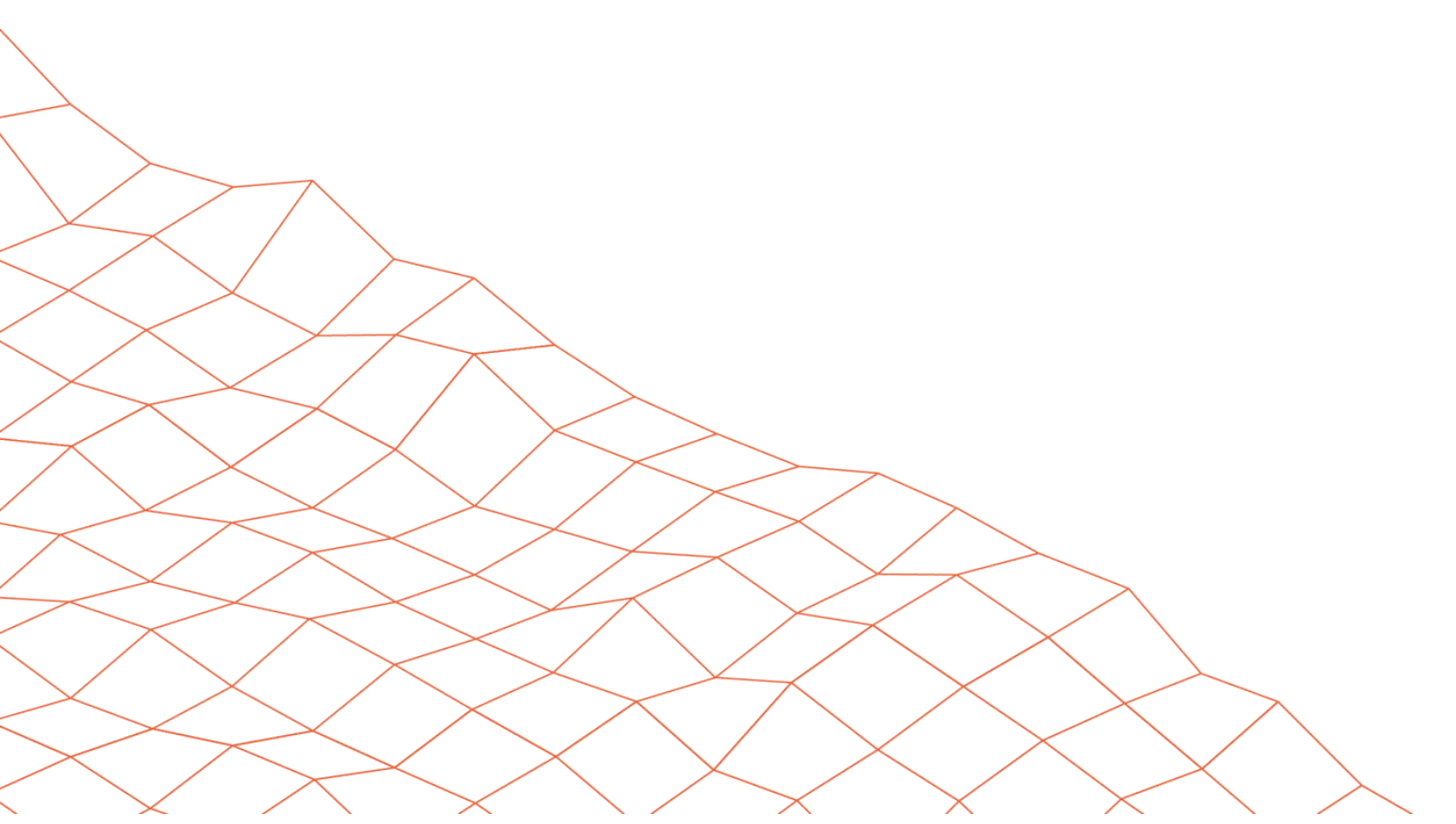


Table of Contents

INTRODUCTION3

CONTRACTOR DECLARATION.....4

- 1. BUSINESS CONDUCT..... 4
- 2. ANTI-CORRUPTION 4
- 3. HUMAN RIGHTS 5
- 4. LABOUR STANDARDS 5
- 5. HEALTH, SAFETY & ENVIRONMENT..... 5

COMPLIANCE6

Introduction

This Contractor Declaration (“Declaration”) is an essential element in Lundin Energy AB’s and its affiliated companies’ (“Lundin Energy”) selection of contractors, suppliers and other business partners (“Contractors”) since it establishes Contractors’ commitment to work in accordance with ethical principles adhered to by Lundin Energy.

As a responsible company, Lundin Energy is committed to carry out its operations with the highest ethical business conduct and strives for continuous improvement to ensure safe operations while preserving the environment. Lundin Energy’s Code of Conduct (“Code”), expressing our values and principles, as well as our policies, guidelines and management systems, ensure full integration of responsible practices in all aspects of our business.

As an oil and gas exploration and production company, one of the major areas of focus is Health, Safety and the Environment (“HSE”) to prevent the occurrence of accidents involving people, the environment or assets.

As a responsible corporate citizen, Lundin Energy follows best industry practice and has endorsed relevant international standards such as the United Nations Global Compact on Human Rights, Labour, Environment and Anti-Corruption, and the United Nations Guiding Principles on Business & Human Rights, which clarify the state’s duty to protect and company’s responsibility to respect human rights. Lundin Energy also supports the Carbon Disclosure Project (CDP), recognising climate change as a global concern, and the Extractive Industries Transparency Initiative (EITI) as a means to combat corruption.

Compliance with our Code by Lundin Energy and its employees is essential to our business success. Any violation of the Code or policies is subject to an inquiry and appropriate remedial measures. In line with our Code commitment, our whistleblowing policy encourages employees, former employees or Contractors who have serious concerns which relate to improper, unethical or illegal conduct in the workplace, to disclose them.

Lundin Energy also recognises the importance of Contractors’ performance in matters related to Sustainability. The aim of this Declaration is to ensure Contractors abide by the same ethical standards as Lundin Energy, as well as to increase awareness of Sustainability among its Contractors.

In case any aspect of the Declaration is not clear or causes problems in implementation, we are at your disposal to engage in an open and honest dialogue prior to the signature of the Declaration.

By signing the Declaration you are confirming on behalf of your company that you accept the values and principles as stated therein and that your company shall comply with all principles and requirements set forth.

We kindly ask that you to return a signed copy of the Declaration to the Lundin Energy entity that you are dealing with.

Contractor Declaration

Lundin Energy AB and its affiliated companies (“Lundin Energy”) expect its contractors, suppliers and other business partners (“Contractors”) to abide by the principles set forth in this Contractor Declaration (“Declaration”).

As a Contractor to Lundin Energy:

1. Ethical Business Conduct

Compliance with Laws

We will comply with all applicable laws and regulations.

Compliance with Lundin Energy’s Code of Conduct

We will comply with the values and principles set forth in Lundin Energy’s Code of Conduct.

Conflict of Interest

We, our employees and subcontractors will not take part in or seek to influence any decision under circumstances that can give rise to an actual or perceived conflict of interest. Such circumstances may be a business interest or a personal interest in the subject matter – economically or otherwise – directly or through someone closely related. If we become aware of a potential conflict of interest we will, without delay, notify Lundin Energy.

Standards towards own Contractors, Suppliers and Business Partners

We will promote the implementation of the principles set forth in this Declaration among our own contractors, suppliers and business partners, and may use the Declaration form to obtain similar practices from them.

2. Anti-Corruption

Corruption

We will refrain from corrupt practices, whatever form they may take, direct as well as indirect, active as well as passive. Corruption may include, among others, abuse of function, breach of trust, bribery, embezzlement, extortion, facilitation payments, fraud, kickbacks, trading in influence, etc.

Improper Payments

We will not, in order to obtain or retain business or any advantage in the conduct of business, offer, promise or give any improper advantage to a public official or a third party to make the person act or refrain from acting in relation to the performance of her/his duties. This applies regardless of whether the advantage is offered directly or through an intermediary.

Gifts and Hospitality

We will not offer, directly or indirectly, to Lundin Energy employees or representatives or anyone closely related to them gifts, except for promotional items of minimal value normally bearing a company logo.

Hospitality such as social events, meals or entertainment may be offered if there is a clear business reason, but the cost must be kept within reasonable limits.

3. Human Rights

Forced Labour

We will not engage or employ people against their own free will, nor will personnel be required to lodge 'deposits' or identity papers upon commencing employment.

Minority Rights

We recognise and shall respect the special importance of the social, cultural, religious and spiritual values and practices of the indigenous and tribal people and their relationship with the land or territories. To the extent our work may affect indigenous people, a process to minimise and manage impacts will be undertaken.

Security Providers

We will observe strict requirements for the selection of security providers to avoid human rights risks in countries where security firms are not properly regulated.

4. Labour Standards

Employment Practices

We will treat our employees equally and fairly. We will not accept any form of harassment or discrimination.

Working Hours

We will comply with local law or agreements regarding working hours and seek to respect industry recommendations.

Wages

We will ensure that wages paid to employees and hired labour are fair.

Freedom of Association & Right to Collective Bargaining

We recognise that our employees are entitled to be or not to be union members and to be represented in collective bargaining agreements.

Minimum Age of Labour

We shall not employ children below the age of 15, as per the ILO Convention.

5. Health, Safety & Environment

Health and Safety

We will work ambitiously, through continuous improvement, for a healthy work environment and safe and secure conduct according to internationally recognised health and safety management principles and practices and applicable law. We recognise that prevention of accidents and ill health is essential to our business, and therefore the control and management of health and safety issues should command at least equal prominence, when balanced against operational and commercial considerations.

Environment

We commit to conduct our operations in a way not to harm the environment. We will comply with applicable environmental laws and regulations and follow internationally recognised environmental management principles. We will work to achieve energy efficiency and minimise harmful discharge, emissions, and waste production in a lifecycle perspective.

Compliance

We, the undersigned hereby confirm, that:

1. We have received and taken due note of Lundin Energy's Contractor Declaration and commit ourselves to comply with its principles and requirements. To the extent we are not able, upon Lundin Energy's request, to provide supporting documentation with respect to fulfilment of the requirements, we confirm our willingness to start a process of documenting our practice and performance.
2. We have noted that compliance with the Contractor Declaration is an essential prerequisite for business relations with Lundin Energy.
3. We will cooperate in good faith with Lundin Energy and agree to conduct a sustainability audit - the results excluding confidential privilege or business proprietary information of which audit will be shared with Lundin Energy - in the event that we are suspected of violating any of the values or principles set forth in the Contractor Declaration. The scope of the audit to be performed shall be reasonable in relation to the suspected violation and should Lundin Energy require further measures beyond such reasonable scope, it shall bear the costs for such additional measures.
4. We will effectively communicate the contents of the Contractor Declaration to our employees, agents, subcontractors and suppliers and ensure all measures required are implemented accordingly.
5. This document shall be governed by the same laws that govern the commercial relationship between us and the Lundin Energy affiliate with which we enter in contractual relations and if not specified, then Sweden.

Name of Company

Place/Date

Authorised Signatory

Name/Title

Place/Date

Authorised Signatory

Name/Title