

CORPORATE HUMAN RIGHTS POLICY

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Lundin Energy is committed to respect human rights wherever it operates.

1. Objectives

In furtherance of Lundin Energy's and its affiliates' (The Company) commitments under its Code of Conduct and the United Nations Global Compact, as well as its endorsement of the United Nations Guiding Principles on Business and Human Rights, The Company reiterates its commitment to respect human rights wherever it operates.

2. Requirements

2.1 The Company is committed to respect internationally recognised human rights and not to infringe on individuals' human rights, be complicit or contribute directly or indirectly to human rights abuses. Local management shall establish objectives to comply with this commitment.

2.2 Human rights are to be understood as those referred to in the:

- a. Universal Declaration of Human Rights
- b. International Covenant on Civil and Political Rights
- c. International Covenant on Economic, Social and Cultural Rights
- d. International Labour Organization's (ILO) Conventions and those referred to in relation to business activities of the:
- e. Global Compact
- f. OECD Guidelines for Multinational Enterprises
- g. UN Guiding Principles on Business and Human Rights

2.3 The Company respects all human rights, and in day to day activities focuses on those human rights that potentially could be impacted, directly or indirectly, by its activities such as its staff, local communities and supply chain.

2.4 The Company commits to monitor and report on potential human rights impacts, and act to remedy any negative human rights impacts that are identified. Any identified impacts should be handled in accordance with established grievance mechanisms.

3. Expectations

3.1 As per its Code of Conduct, respecting the human rights of its employees means providing a safe and sound working environment. The Company also recognises the importance of respecting the rights of local communities, and thus prior to any new investment, it analyses potential impacts of its planned activities.

3.2 The Company is also committed to promote human rights in its sphere of influence. It expects its employees, business partners, contractors and suppliers, to respect human rights and to observe the highest standards of professional integrity.

3.3 The Managing Director shall ensure that appropriate training is provided throughout the operations and will monitor and assess compliance with this Policy.

3.4 This Policy will be subject to periodic review through the company's human rights due diligence process.

Nick Walker
President and CEO
Lundin Energy AB