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<p>Generally applicable to all EO100™ Principles</p>	<ul style="list-style-type: none"> • International Finance Corporation (IFC) Performance Standards • ISEAL Standard Setting Code of Good Practice Version 6.0 • Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises • United Nations (UN) Global Compact • UN Guiding Principles on Business and Human Rights
<p>Principle 1: Corporate Governance, Transparency & Business Ethics</p>	<ul style="list-style-type: none"> • Extractives Industries Transparency Initiative (EITI) • United Nations Convention against Corruption • U.S. Foreign Corrupt Practices Act (FCPA) • U.K. Bribery Act • Global Reporting Initiative Sustainability Reporting Guidelines • Carbon Disclosure Project (CDP) Reporting Framework and CDP Water Reporting • AA1000 AccountAbility Assurance Standard
<p>Principle 2: Human Rights, Social Impacts & Community Development</p>	<ul style="list-style-type: none"> • Voluntary Principles on Security and Human Rights • International Code of Conduct (ICoC) for Private Security Providers • ANSI/ASIS PSC.1-2012 Management System for Quality of Private Security • ISO 26000 Guidance on Social Responsibility • AccountAbility Stakeholder Engagement Standard • UN Human Rights Treaties and their Protocols, including: <ul style="list-style-type: none"> ○ International Covenant on Civil and Political Rights ○ International Covenant on Economic, Social and Cultural Rights ○ Convention on the Elimination of All Forms of Racial Discrimination ○ Convention on the Elimination of All Forms of Discrimination against Women ○ Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment ○ Convention on the Rights of the Child ○ Convention on the Protection of the Rights of All Migrant Workers and Members of ○ Convention on the Rights of Persons with Disabilities
<p>Principle 3: Indigenous Peoples' Rights</p>	<ul style="list-style-type: none"> • International Labor Organisation (ILO) Convention 169 Indigenous and Tribal Peoples • UN Declaration on the Rights of Indigenous Peoples • UN Guidelines on Indigenous Peoples in Isolation and Initial Contact in Paraguay, Amazon & Gran Chaco



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Principle 4: Fair Labor & Working Conditions	<ul style="list-style-type: none">• <u>ILO Declaration on Fundamental Principles and Rights at Work</u>• <u>ILO Core Standards including:</u><ul style="list-style-type: none">○ <u>ILO Convention 29 Forced or Compulsory Labor</u>○ <u>ILO Convention 87 Freedom of Association and Protection of the Right to Organize</u>○ <u>ILO Convention 98 Right to Organize and Collective Bargaining</u>○ <u>ILO Convention 100 Equal Remuneration for Men and Women Workers for Work of Equal Value</u>○ <u>ILO Convention 105 Abolition of Forced Labor</u>○ <u>ILO Convention 111 Discrimination (Employment and Occupation)</u>○ <u>ILO Convention 138 Minimum Age</u>○ <u>ILO Convention 182 Worst Forms of Child Labor</u>• <u>ILO Convention Occupational Safety and Health</u>• <u>ISO 45001 Occupational Health and Safety</u>
Principle 5: Climate Change, Biodiversity & Environment	<ul style="list-style-type: none">• <u>World Bank Group Environmental, Health, and Safety Guidelines</u>• <u>ISO 14001 Environmental Management Systems</u>• <u>United Nations (UN) Convention on Biological Diversity</u>• <u>UN Framework Convention on Climate Change</u>• <u>Basel Convention on the Control of Transboundary Movements of Hazardous Wastes</u>• <u>UN CEO Water Mandate</u>• <u>PAS 2060:2014 Specification for The Demonstration of Carbon Neutrality</u>• <u>API Compendium of Greenhouse Gas Emissions Estimation Methodologies for the Oil and Natural Gas Industry (2009)</u>• <u>GRI 11 Oil and Gas Sector 2021</u>• <u>IPIECA Sustainability Reporting Guidance 2020</u>• <u>NGSI Methane Emissions Intensity Protocol</u>• <u>Oil and Gas Methane Partnership (OGMP) 2.0 Framework</u>• <u>Task Force on Climate-related Financial Disclosures Guidance on Metrics, Targets, and Transition Plans</u>