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BRUNEI NATIONAL PETROLEUM COMPANY SENDIRIAN BERHAD

CORPORATE SOCIAL RESPONSIBILITY POLICY AND GUIDELINES

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1. INTRODUCTION

Brunei National Petroleum Company Sdn Bhd (PetroleumBRUNEI) is committed to good corporate citizenship and to supporting community and charity initiatives which are relevant to its business and stakeholders.

We have a company-wide commitment to operate in an ethical and responsible manner. We strive to ensure employee safety, safeguard the environment and promote positive, mutually beneficial outcomes in every location where we operate.

In fulfilling our social responsibility commitment, PetroleumBRUNEI's Corporate Social Responsibility (CSR) policy and guidelines are aligned with its following existing policies and guidelines:

- Business Principles and Ethics Policy
- Health, Safety, Security and Environment Policy and Guidelines
- Sponsorship and Donation Guidelines
- Stakeholder Management Plan

The objective of the CSR policy and guidelines is to ensure that all matters of CSR are considered and supported in our operations and administrative matters, and are consistent and aligned with our stakeholders' interests. It is also aimed towards supporting the achievement of our vision, **Fuelling the Growth for Future Generations**.

PetroleumBRUNEI will share our CSR policy and guidelines with our partners, contractors and suppliers, and we will work with them to achieve consistency with this policy and guidelines.

2. POLICY STATEMENT

In line with our vision of **Fuelling the Growth of Future Generations**, PetroleumBRUNEI believes that Corporate Social Responsibility means making a positive and sustainable contribution to the communities and environment where we do business.

PetroleumBRUNEI's commitment to Corporate Social Responsibility (CSR) is centred on our business principles and ethics, as well as our **BruneiFIRST core values** of loyalty, upholding integrity, results oriented, recognising teamwork, promoting creativity and respect for others.

We manage our business to promote sustainable social, environmental and economic benefits to all our stakeholders (ie, our shareholders, investors, customers, employees, community).

In delivering these commitments, PetroleumBRUNEI's approach is to:

- Operate in a safe manner and minimise the environmental impact of operations in our designated areas and our joint venture sites;
- Promote socio-economic development of the communities in which we operate through structured outreach programs which can continue to contribute value;
- Actively engage in dialogue with our stakeholders in order to ensure that we address their immediate and future needs and concerns into our business;
- Build capacity by establishing sustainable mechanisms that allow a community or nation to empower itself through the development of its human capital;
- Clearly integrate economic, social and environmental considerations into strategic planning, decision-making and operating processes;

These commitments will ensure PetroleumBRUNEI has a CSR program which balances the interests of the shareholders, all other stakeholders as well as the environment to achieve sustainable growth and development.

3. CORE PRINCIPLES

PetroleumBRUNEI's CSR policy and guidelines are focused on sustainability and the following principles:

- Social engagement and community development
- Protecting the environment
- Encouraging education
- Promoting culture, heritage and arts

4. GENERAL GUIDELINES

The following are the general guidelines for PetroleumBRUNEI in delivering its corporate social responsibility.

4.1 As far as possible, the CSR initiatives should:

- Contribute soundly in sustainable development initiatives;
- Be relevant towards meeting PetroleumBRUNEI's aims and core values;
- Raise PetroleumBRUNEI's profile with the groups/communities involved as well as external stakeholders.
- Create a real and positive difference to our communities;
- Benefit as many people as possible;
- Have a long term impact over the community;
- Be innovative and of a high quality.

4.2 PetroleumBRUNEI will not support initiatives of the following nature:

- Projects intended to replace or compete with government programmes;
- Extreme or high risk sports;
- Paid advertisements in charity brochures or event programmes that do not support the core principles.



5. STRATEGIC ACTIONS AND GUIDELINES

5.1 Social engagement and community development

PetroleumBRUNEI seeks to contribute to promoting the health, welfare and sustainable economic development of the stakeholders and communities in which we operate.

Strategic Actions:

- We will engage in timely and meaningful dialogue with all stakeholders, including shareholders, investors, customers, employees, indigenous peoples, governments, regulators and landowners, among others;
- We will actively support community projects which add real value to society and not supplant the obligation of public sector funding;
- PetroleumBRUNEI and its related parties (e.g. Contractors from its Designated Areas and Joint Venture partners) will provide disaster relief assistance and humanitarian aid in the communities they operate in.

5.2 Protecting the environment

PetroleumBRUNEI believes that the protection of the environment is a key aspect of sustainable development.

Our goal is to minimise impacts on the environment by working closely with our contractors, joint venture partners and other stakeholders to promote responsible environmental practices and continuous improvement.

Strategic Actions:

- We will conduct business in a manner that promotes pollution prevention and resource conservation to achieve environmental sustainability;
- We will support government initiatives in the preservation of forest reserves and we are committed to carrying out reclamation and restoration in our areas of operations to return the environment to its original condition;
- We are committed to good environmental management practices as part of our daily activities;
- We will proactively seek to employ new, more sustainable technologies and processes to minimize our impact on the environment.

5.3 Encouraging education

PetroleumBRUNEI encourages education as a driver of its future success and that of the nation.

Strategic Actions:

- We actively promote and encourage 'efficient energy use' and educating the public on energy efficiency (e.g. by participating in activities such as the annual Energy Fair organized by the Office of the Minister of Energy).
- We support early technical education with the aim of inculcating an interest in an oil and gas career (e.g by sponsoring and guiding students on geological field trips);
- We support school education by developing students' awareness of links between hydrocarbon energy and the environment, as well as stimulating an interest in science and technology;
- We are committed to personal development for our employees through appropriate training and experiences;
- We also provide training for students who undergo short term attachments with the Company. The students are assigned mentors who guide them on a custom-designed programme to maximise their learning opportunities.

5.4 Promoting culture, heritage and arts

As the National Oil Company of a country that is well-known for its royal heritage that spans more than seven centuries, PetroleumBRUNEI aims to promote and sustain the rich culture, heritage and arts we have inherited.

Strategic Actions:

- We will support the development of traditional craftsmanship and actively promote Brunei Darussalam's cultural heritage (e.g. by optimizing local craftsmanship for our corporate gifts);
- We aim to nurture artistic talent and creativity of local youth in a range of disciplines, including the performing arts;
- We will showcase Brunei Darussalam's culture and heritage through traditional performances (e.g at ASEAN Council On Petroleum Games).