



CORPORATE SOCIAL RESPONSIBILITY POLICY (CSRP)

Cairn is committed to maintaining the highest standards of corporate social responsibility in its business activities. We aspire to high standards of practice through a process of continual improvement of our management systems and performance including the adoption of international codes and standards where practicable. To meet this commitment, we will implement management systems in our operations that accord with the requirements of our corporate social responsibility standards and:

- Comply with all applicable laws, regulations and other employment standards, wherever we operate
- Consult with and respond to the concerns of our stakeholders in a timely manner
- Behave with honesty and integrity in all our activities and relationships with others and reject bribery and corruption in all its forms
- Set objectives and targets for improving our corporate social management and performance including monitoring and reporting openly on the assessment of our risks, impacts and performance
- Ensure that we have the resources and skills necessary to achieve our Social Responsibility commitments

Employees

- Respect the rights and dignity of every employee and treat them fairly and without discrimination promoting equal opportunity and diversity
- Recognise employees' individual and team contribution, rewarding them appropriately and encouraging team working and the sharing of knowledge throughout the organisation
- Consult and involve our employees and their representatives upholding freedom of association and the right to collective bargaining

Local Communities

- Respect the rights of indigenous peoples in all countries in which we operate and seek their Free, Prior and Informed Consent (FPIC)
- Contribute to economic and social development and the achievement of the UN Sustainable Development Goals
- Assist in local community programmes where we operate, in consultation with local government, the public and our stakeholders
- Assess and address the potential impacts of activities, both positive and negative, at appropriate stages in operations setting objectives and targets for improving our social responsibility management and performance to reduce and mitigate any risks or impacts
- Protect and support cultural heritage

Human Rights

- Respect and support internationally recognised human rights standards wherever we operate and seek to ensure non-complicity in human rights abuses aligned with the UN Guiding Principles on Business and Human Rights
- Identify, assess, prevent or mitigate adverse human rights impacts resulting from or caused by our business through due diligence and mitigation processes
- Maintain zero tolerance of all forms of modern slavery and not be complicit in the use of forced, compulsory, bonded or child labour or any form of human trafficking
- Provide human rights training to our personnel and actively promote awareness of human rights issues
- Ensure that appropriate and accessible mechanisms are in place for those affected by our operations to raise and address grievances

Suppliers and Business Partners

- Ensure that contractors and suppliers are aware of and, where necessary, work with them to meet our Code of Ethics, policies and standards
- Use our leverage and influence with business partners to promote high standards

Responsibility for compliance with Cairn's Group CSR policy and standards lies with the Chief Executive, Directors, Managers and their staff.