

EO100™ Standard for Responsible Energy Development Revision

Versions:

Version	Publication date	Notes
EO100™ Standard 2012	February 2012	First edition
EO100™ Standard 2012 (A)	January 2014	Incorporating amendment on security and human rights
EO100™ Standard Version PC1	July 2014 (first round of public consultation)	Incorporating Technical Committee updates
EO100™ Standard for Responsible Energy Development 2012 (A)	July 2015	Incorporating scope expansion; no substantive changes
EO100™ Standard Version PC2	July 2016 (second round of public consultation)	Incorporating stakeholder feedback from first round of public consultation

EO100™ Standard Comparative Chart:

Comparison of Principles and Objectives between the first public consultation draft (PC1)¹ and the current public consultation draft (PC2). In the PC2 column, changes are highlighted by ~~strikethrough text~~ for deleted content and **bold text** for new content.

EO100™ Standard Version PC1	EO100™ Standard Version PC2
PRINCIPLE 1: CORPORATE GOVERNANCE, TRANSPARENCY & BUSINESS ETHICS	<i>No change</i>
<i>Energy development activities must be carried out in compliance with all applicable laws, regulations and administrative requirements of the country in which the operations take place. Activities are carried out using effective management systems and respect international treaties and conventions to which the host country is a signatory, as well as to voluntary standards considered best practice.</i>	<i>Energy development activities must be carried out in compliance with all applicable laws, regulations and administrative requirements of the country in which the operations take place. Activities are carried out using effective management systems and respect international treaties and conventions to which the host country is a signatory, as well as to voluntary standards considered best practice, such as the OECD Guidelines and the United Nations Global Compact.</i>
1.1 LEGAL COMPLIANCE: Operator is in compliance with applicable laws, regulations and international agreements; with national and local laws and administrative requirements, host country or production sharing agreements; and international	<i>No change</i>

¹ In combination with the non-substantive changes from the scope expansion in 2015.

<p>agreements signed by the country of operation and their interpretation by international interpretive bodies.</p> <p>Where regional, national, and local laws are not aligned with international norms, the Operator applies the higher of the two standards.</p>	
<p>1.2 FINANCIAL DISCLOSURE: Operator ensures payment of fees, royalties, taxes and other payments align with the requirements of the host country.</p>	<p><i>No change</i></p>
<p>1.3 BRIBERY, CORRUPTION, MONEY LAUNDERING AND FINANCING OF TERRORISM: Operator does not engage in bribery and/or corruption, money laundering, financing of terrorism, or financing of other forms of violence.</p>	<p><i>No change</i></p>
<p>1.4 MANAGEMENT SYSTEMS: Operator implements effective social and environmental management systems including impact assessments, monitoring, risk management and mitigation.</p>	<p>1.4 MANAGEMENT SYSTEMS: Operator implements effective social and environmental management systems including impact assessments, monitoring, risk management and mitigation at each stage of the project life cycle.</p>
<p>1.5 CONTRACTORS: Contractors working on and around the project site uphold ethical, social and environmental standards in line with the requirements of the EO100™ Standard.</p>	<p><i>No change</i></p>
<p>1.6 TRANSPARENCY & DISCLOSURE: Operator provides stakeholders with free and reasonable access to information about the Operator's social and environmental policies, activities and performance.</p>	<p><i>No change</i></p>
<p>Principle 2: HUMAN RIGHTS, SOCIAL IMPACTS & COMMUNITY DEVELOPMENT</p>	<p>Principle 2: HUMAN RIGHTS, SOCIAL IMPACTS & COMMUNITY DEVELOPMENT</p>
<p><i>Operator must identify and prioritize project-affected stakeholders and act proactively to respect and promote their rights and to discover, understand and respond to their concerns. Operator shall be accountable for reporting and communicating with stakeholders on project-related decisions, practices and performance. (Additional specific Provisions regarding the rights of Indigenous Peoples are listed under Principle 3.)</i></p>	<p><i>Operator must identify and prioritize project-affected stakeholders and act proactively to respect their rights and provide access to effective remedy promote their rights and to discover, understand and respond to their concerns in accordance with UN Guiding Principles on Business and Human Rights. Operator shall be accountable for report and communicate with stakeholders on project-related decisions, practices and performance before and during the full project cycle. (Additional specific Objectives regarding the rights of Indigenous Peoples are listed under Principle 3. Additional specific Objectives regarding labor rights are included under Principle 4.)</i></p>
<p>2.1 HUMAN RIGHTS: Operator respects the human</p>	<p>2.1 HUMAN RIGHTS: Operator respects the human</p>

<p>rights set out in the United Nations Universal Declaration of Human Rights within its sphere of influence, and implements the United Nations Guiding Principles on Business and Human Rights.</p> <p>Where regional, national, and local laws provide different standards of human rights protection than what is required under international law, the Operator respects the higher of the two standards.</p>	<p>rights set out in the United Nations Universal Declaration of Human Rights. Operator has integrated the United Nations Guiding Principles on Business and Human Rights and meets its responsibilities to respect all internationally recognized human rights within its sphere or area of impact influence, and implements the United Nations Guiding Principles on Business and Human Rights.</p> <p>Where regional, national, and local laws provide different standards of human rights protection than what is required under international law, the Operator complies with regional, national and local laws while respecting international law. the higher of the two standards.</p>
<p>2.2 FAIR, INCLUSIVE ENGAGEMENT & CONSULTATION: Operator undertakes a process of fair, representative and non-discriminatory consultation, and engages with and communicates honestly, frequently and collaboratively with project-affected stakeholders.</p>	<p>2.2 FAIR, INCLUSIVE ENGAGEMENT & GOOD FAITH CONSULTATION: Operator undertakes a process of fair, representative and non-discriminatory consultation, and engages with and communicates honestly, frequently and collaboratively with project-affected stakeholders.</p>
<p>2.3 HUMAN RIGHTS AND SECURITY PERSONNEL: Operator strives to ensure that security forces providing security in and around the project act in a manner consistent with respect for the human rights of workers, contractors, and communities in line with national laws and international human rights standards.</p> <p>Operator engages affected communities at all stages of risk assessment, security planning, and deployment.</p>	<p>2.3 HUMAN RIGHTS AND SECURITY PERSONNEL: Operator requires that security forces providing security in the Operator's area of responsibility comply with international human rights standards and act in a manner consistent with respect for the human rights of workers, contractors, and communities.</p> <p>Operator engages affected communities at all stages of risk assessment, security planning, and deployment. <i>[This provision has been moved into a separate Performance Target 1 under this Objective]</i></p>
<p>2.4 LAND RIGHTS: Operator respects affected communities' socially or legally (including customary laws) recognized entitlements to access, use and control of areas of land and related natural resources.</p>	<p><i>No change</i></p>
<p>2.5 RESETTLEMENT: Operator actively takes steps to avoid the resettlement (especially involuntary resettlement) of people from areas affected by the project, and shall consider feasible alternative project designs to do so.</p> <p>Operator does not conduct activities in areas where Free, Prior and Informed Consent for resettlement of Indigenous Peoples has not been obtained.</p>	<p>2.5 RESETTLEMENT: Operator actively takes steps to avoid the resettlement (especially involuntary resettlement) of people from areas affected by the project, and shall consider feasible alternative project designs to do so.</p> <p>Operator does not conduct activities in areas where Free, Prior and Informed Consent for resettlement of local communities Indigenous Peoples has not been obtained.</p>

<p>2.6 UNCONTROLLED SETTLEMENTS: Operator strives to avoid conditions that could lead to the development of uncontrolled settlements in the vicinity of the project, in accordance with local laws.</p>	<p><i>No change</i></p>
<p>2.7 COMMUNITY HEALTH & SAFETY: Operator promotes community health, including by monitoring indicators of community health and by avoiding the risk of community exposure to health and safety hazards.</p>	<p>2.7 COMMUNITY HEALTH & SAFETY: Operator promotes community health, including by monitoring indicators of community health and by communicating risks and managing incidents quickly and efficiently to avoid or minimize and by avoiding the risk of community exposure to health and safety hazards.</p>
<p>2.8 SUSTAINABLE COMMUNITY INVESTMENT: Operator supports the development of communities where operations take place through initiatives that promote sustainable improvements in affected communities and residents' quality of life.</p>	<p>2.8 SUSTAINABLE COMMUNITY INVESTMENT: Operator supports the development of communities where operations take place through community-led initiatives that promote sustainable improvements in the quality of life of affected communities and residents' quality of life.</p>
	<p>2.9 CULTURAL HERITAGE: Operator preserves and protects cultural heritage from the adverse impacts of project activities, and promotes equitable sharing of benefits from the use of cultural heritage.</p>
<p>2.9 GRIEVANCE MECHANISM: Operator establishes a project-level grievance mechanism for individuals and communities who may be adversely impacted in order to address grievances early and remediate them directly.</p>	<p>2.10 GRIEVANCE MECHANISM: Operator establishes an accessible, culturally-appropriate, trustworthy and inclusive project-level grievance mechanism for individuals and communities who may be adversely impacted by development activities in order to address grievances early and remediate them directly.</p>
<p>Principle 3: INDIGENOUS PEOPLES' RIGHTS</p>	<p>Principle 3: INDIGENOUS PEOPLES' RIGHTS</p>
<p><i>Energy development activities must be carried out in ways that recognize, respect and address the specific rights, traditions and cultural implications for Indigenous Peoples whose territory or livelihoods may be affected by the project.</i></p>	<p><i>Energy development activities must be carried out in ways that recognize, respect and address the specific rights, traditions and cultural implications for Indigenous Peoples whose territory or livelihoods may be affected by the project.</i></p>
<p>3.1 FREE, PRIOR & INFORMED CONSENT (FPIC): Operator shall obtain the FPIC of the affected communities of Indigenous Peoples when the proposed project may affect the rights of Indigenous Peoples as established in the United Nations Declaration on the Rights of Indigenous Peoples and ILO Convention 169 on Indigenous and Tribal Peoples, and in the Constitution of the country of operation.</p>	<p>3.1 FREE, PRIOR & INFORMED CONSENT (FPIC): Operator shall obtain the FPIC of the affected communities of Indigenous Peoples when the proposed project may affect the rights of Indigenous Peoples as established in the United Nations Declaration on the Rights of Indigenous Peoples and ILO Convention 169 on Indigenous and Tribal Peoples, and in the Constitution of the country of operation.</p>
<p>3.2 ENGAGEMENT & PARTICIPATION: Operator shall undertake an inclusive process of fair, representative and non-discriminatory engagement and consultation with potentially affected communities of Indigenous</p>	<p>3.2 ENGAGEMENT & PARTICIPATION: Operator shall undertake an inclusive process of fair, representative and non-discriminatory engagement and good faith consultation with directly and indirectly and potentially</p>

Peoples.	affected communities of Indigenous Peoples.
3.3 CULTURAL IMPACTS: Operator shall strive to avoid adverse impacts on cultural heritage that is essential to the identity and cultural, ceremonial, or spiritual aspects of Indigenous Peoples' lives.	<i>No change</i>
3.4 USE OF TRADITIONAL NATURAL RESOURCES: Operator protects the traditional natural resource use by Indigenous Peoples (land, water, landscape, flora and fauna) during all project phases.	<i>No change</i>
3.5 CULTURE-BASED INTELLIGENCE & TRADITIONAL KNOWLEDGE: Operator respects Indigenous Peoples' right to maintain, control, protect and develop their intellectual property over their cultural heritage, traditional knowledge, and traditional cultural expressions.	<i>No change</i>
3.6 VOLUNTARY ISOLATION: Operator shall respect the rights of Indigenous Peoples in isolation and initial contact in accordance with the UN Guidelines on the Protection of Indigenous Peoples in Voluntary Isolation and in Initial Contact in the Amazon Basin, El Chaco, and Eastern Paraguay.	<i>No change</i>
Principle 4: FAIR LABOR & WORKING CONDITIONS	Principle 4: FAIR LABOR & WORKING CONDITIONS
<i>The rights of workers are recognized and respected in accordance with ILO Core Standards* as well as ILO Convention 155, The Occupational Safety and Health Convention (1981). The term 'workers' includes direct employees whether full or part time, as well as workers provided by, or working for, contractors and subcontractors. * ILO Conventions numbers 29, 87, 98, 100, 105, 111, 138 and 182 are "Core Standards" covered by the 1998 ILO Declaration on Fundamental Principles and Rights at Work and its follow up.</i>	<i>The rights of female and male workers are recognized and respected in accordance with ILO Core Standards* as well as ILO Convention 155, The Occupational Safety and Health Convention (1981) and in line with the UN Guiding Principles on Business and Human Rights. The term 'workers' includes direct employees whether full or part time, as well as workers provided by, or working for, contractors and subcontractors. * ILO Conventions numbers 29, 87, 98, 100, 105, 111, 138 and 182 are "Core Standards" covered by the 1998 ILO Declaration on Fundamental Principles and Rights at Work and its follow up.</i>
4.1 LABOR AND WORKING CONDITIONS: Operator respects the rights of workers, in accordance with the International Labor Organisation's (ILO) Core Conventions.	<i>No change</i>
4.2 CHILD LABOR: Operator does not engage in or support the employment of children, in accordance with ILO Convention 138, ILO Recommendations 146	4.2 CHILD LABOR: Operator does not engage in or support the employment of children, in accordance with ILO Convention 138, ILO Recommendations 146, 182 and

and 190.	190.
4.3 FORCED LABOR: Operator does not use forced or compulsory labor (including bonded, indentured or prison labor), nor restricts the freedom of movement of employees in accordance with ILO Convention 105. Operator does not engage or support human trafficking.	4.3 FORCED LABOR: Operator does not use forced or compulsory labor (including bonded, indentured or prison labor), nor restricts the freedom of movement of employees in accordance with ILO Convention 105. Operator does not engage in or support human trafficking.
4.4 FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING: Operator does not prevent workers from associating freely; engages in good faith in free collective bargaining; and adheres to collective bargaining agreements, where such agreements exist, in accordance with ILO Conventions 87, 98 and 135.	<i>No change</i>
4.5 EQUAL OPPORTUNITIES AND TREATMENT: Operator provides equal opportunities and fair treatment of workers and does not practice or condone any form of discrimination in the workplace in accordance with ILO Conventions 100 and 111.	<i>No change</i>
4.6 WORKING HOURS & LEAVE: Operator applies normal working hours, rest days, and legally mandated leave in accordance with applicable law and ILO Conventions 1, 14, 132 and 183.	<i>No change</i>
4.7 REMUNERATION: Operator pays workers a living wage plus associated statutory benefits.	<i>No change</i>
4.8 WORKPLACE GRIEVANCES: Operator establishes and communicates to all direct and indirect workers its mechanisms for workplace grievance registration and investigation.	<i>No change</i>
4.9 OCCUPATIONAL HEALTH & SAFETY: Operator provides safe and healthy working conditions for direct and indirect workers, in accordance with ILO Conventions 155, 174, 148 and 161.	4.9 OCCUPATIONAL HEALTH & SAFETY: Operator provides safe and healthy working conditions for direct and indirect workers, in accordance with ILO Conventions 155, 174, 148 and 161 and international human rights standards, including the right to health.
4.10 EMERGENCY PREPAREDNESS & RESPONSE PLANNING: Operator has the capacity to respond to operational emergencies and incidents in a manner which prioritizes worker health and safety.	<i>No change</i>
Principle 5: CLIMATE CHANGE, BIODIVERSITY & ENVIRONMENT	<i>No change</i>

<p><i>Energy development activities must be carried out in ways that minimize negative impacts and maximize positive impacts on the biophysical environment and the people living in that environment throughout the project life cycle and using sustainable approaches to resource use.</i></p>	<p><i>Energy development activities must use sustainable approaches to resource use that minimize negative impacts and maximize positive impacts on the biophysical environment and the people living in that environment throughout the project life cycle and using sustainable approaches to resource use.</i></p>
<p>5.1 ENVIRONMENTAL MANAGEMENT: Operator carries out energy development activities in ways that minimize negative impacts and maximize positive impacts on the biophysical environment, including land, water, air and biodiversity; and the people living in or otherwise directly dependent upon that environment.</p>	<p>5.1 ENVIRONMENTAL MANAGEMENT: Operator is transparent about environmental impacts of carries out energy development activities. Operator in ways that minimizes negative impacts and maximizes positive impacts on the biophysical environment, including land, water, air and biodiversity; and the people living in or otherwise directly dependent upon that environment.</p>
<p>5.2 MITIGATION HIERARCHY: Operator avoids adverse impacts on people and the environment, when addressing environmental risks and impacts throughout the life of the project.</p>	<p><i>No change</i></p>
<p>5.3 EMERGENCY PREPAREDNESS: Operator prevents spills and prepares for, and demonstrates its capacity to respond to, environmental incidents.</p>	<p>5.3 EMERGENCY PREPAREDNESS AND RESPONSE PLANNING: Operator prepares for, and demonstrates its capacity to respond to, environmental incidents, releases and emergencies.</p>
<p>5.4 WASTE PRODUCTION & MANAGEMENT: Operator minimizes the production of hazardous wastes and develops and implements waste management plans to address both hazardous and non-hazardous wastes.</p>	<p><i>No change</i></p>
<p>5.5 REMEDIATION OF ENVIRONMENTAL LIABILITIES: Operator identifies and addresses pre-existing and 'orphan' environmental liabilities.</p>	<p><i>No change</i></p>
<p>5.6 CLOSURE AND RESTORATION: Operator ensures that financial provision for closure and remediation is planned with the end goal of full restoration of land and water resources to an end state agreed upon with stakeholders, including regulators, local communities and Indigenous Peoples.</p>	<p><i>No change</i></p>
<p>5.7 GREENHOUSE GAS EMISSIONS: Operator strives to reduce production and release of greenhouse gases (GHGs) (accounting for changes in production) including reductions through the application of carbon capture and storage.</p>	<p><i>No change</i></p>
<p>5.8 OZONE DEPLETION: Operator complies with or exceeds the requirements established by the Montreal</p>	<p><i>No change</i></p>

<p>Protocol on Substances that Deplete the Ozone Layer when using ozone-depleting substances (ODS).</p>	
<p>5.9 FLARING: Operator does not burn or flare gas produced from operations except in emergencies.</p>	<p><i>[MOVED TO TECHNICAL ADDENDUM FOR ONSHORE OIL AND GAS]</i></p>
<p>5.9 BIODIVERSITY & ECOLOGY: Operator shall apply best practices in project design, construction and operation to ensure the healthy functioning of ecosystems and sustainability of natural resources affected by its activities. Operator shall take actions to protect the integrity of areas of significant biodiversity value.</p>	<p>5.9 BIODIVERSITY & ECOLOGY: Operator shall apply best practices in project design, construction and operation to ensure the healthy functioning of ecosystems and sustainability of natural resources affected by its activities. Operator shall take actions to protect the integrity of areas of significant biodiversity value and any priority ecosystem services that affected communities depend upon.</p>
<p>5.10 AIR: The quality of air in affected airsheds is improved or not negatively affected by the Operator's activities and all emissions to air comply with national standards or international standards (whichever is more stringent relevant to the pollutant(s) of interest).</p>	<p><i>No change</i></p>
<p>5.11 WATER: Operator's activities improve or do not negatively affect the quality and quantity of groundwater and surface water in affected terrestrial and marine areas. Discharges to water shall meet or exceed international standards and have no negative impacts on human health, ecosystem health and the use of water to meet social, cultural, economic and environmental needs.</p>	<p><i>No change</i></p>
<p>5.12 LAND: Operator minimizes the clearance of land and maximize ongoing restoration; land capability and soil quality in uncleared areas shall be maintained or enhanced.</p>	<p>5.12 LAND: Operator minimizes the clearance of land and maximizes ongoing restoration; land capability and soil quality in uncleared areas shall be maintained or enhanced. No development activities take place within a United Nations Educational, Scientific, and Cultural Organization (UNESCO) World Heritage Site or adjacent buffer zones.</p>
<p>5.13 VISUAL AND AMBIENT IMPACTS: Operator avoids or minimizes negative impacts of project activities on landscape features, character and aesthetics and on human and ecosystem health related to emissions of noise, light, heat, and odors.</p>	<p><i>No change</i></p>



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