

**DNO ASA**  
CORPORATE SOCIAL RESPONSIBILITY  
HIGHLIGHTS

**2016**



# Corporate Social Responsibility Highlights 2016

---

## Corporate social responsibility vision

DNO's mission is to deliver superior returns to our shareholders by finding and producing oil and gas at low cost and at an acceptable level of risk. And with a focus on the Middle East and North Africa.

We meet our commitments efficiently and transparently and expect the same of our host governments, partners, employees, contractors and customers. We treat stakeholders fairly and respectfully by adhering to high standards of governance, business conduct and corporate social responsibility.

Corporate social responsibility starts with identifying, understanding and addressing the needs of all key stakeholders. Wherever we operate, we make a concerted effort to maintain mutually beneficial relationships with these stakeholders, achieved through open dialogue and efforts to balance their interests with our own.

In addition to balancing stakeholder interests, essential ingredients to DNO's success as a responsible and effective global player include our active engagement with local communities, the safety and security of our people and operations, a light environmental footprint and zero tolerance for corruption.

---

## Social impact

DNO contributes to the development of local communities in which we operate, mindful of cultural differences and the need to always treat these communities with respect and dignity. We create jobs, hire and train local staff and partner with local companies that provide such services as inspections, maintenance support, civil engineering, transportation, remediation, catering, security, consumables, equipment and waste disposal. We work to ensure that our service providers are compliant with internationally recognized human rights protocols and in particular do not engage in child labor practices.

We use our operational presence and capability to provide services to nearby communities and help develop infrastructure. In Kurdistan, we have supplied electric power and fresh water to villages, improved roads, distributed winter clothes to children of displaced families in refugee camps, built an intermediate school and provided classroom supplies for seven primary schools across the region. In Somaliland, we have drilled two water wells to supply clean water for the local population and their livestock and in addition to providing food supplies as part of a campaign of drought relief in support of communities within our exploration license at Block SL-18. We have also funded a graduate fellowship program to support students from countries in which we operate who apply to and are admitted to the mid-career degree program in public administration at the Harvard Kennedy School.

---

## Health, safety and the environment

DNO has a comprehensive Health, Safety, Security and Environment (HSSE) Policy and believes oil and gas operations can be conducted responsibly, safely and without threatening public health or the environment.

In 2016, we completed a comprehensive revision of our HSSE standards. We have set targets both at the parent company and the business unit levels to ensure we manage the integrity of our operations in a responsible, efficient and effective manner, measure our HSSE performance and pursue year-on-year improvements.

One of our key priorities is to support global efforts to reduce greenhouse gas emissions by identifying, measuring, reporting and reducing methane emissions across our production, transportation, processing, storage and other operations. To further minimize our environmental footprint, we have initiated a program to remediate drilling pits in the Tawke field in Kurdistan.

We have stepped up collaboration with local and national authorities on security related matters and in developing joint emergency response capabilities and protocols, including in response to oil spills.

---

## **People**

People are DNO's most important resource. We are more than 810 employees representing 36 nationalities across the company, working together to build DNO's position as a leading independent exploration and production company.

We are Norway's oldest publicly listed oil company; at the same time, we are very much a Middle Eastern and North African company in terms of our portfolio, our staffing and our ownership.

We celebrate diversity in the DNO family in nationality, gender, race, culture, religion and age and do not discriminate in recruitment, advancement, remuneration or otherwise in the workplace.

We recognize and reward performance and have introduced an annual Chairman's Award to honor staff members who demonstrate dedication and excellence in HSSE, technical and commercial achievement.

---

## **Anti-corruption**

DNO has a policy of zero tolerance for bribery, corruption, fraud and other illegal business conduct. Zero.

DNO prides itself on a reputation for conducting business with integrity and honesty. To preserve this reputation and to ensure that DNO is not exposed to significant regulatory fines and other penalties, it is vital that all employees are focused on compliance with national and international laws.

DNO complies with all applicable laws. The Company also carries out the necessary due diligence before making investments or otherwise engaging with governments and business partners.

DNO competes fairly, ethically and firmly. The Company does not condone anti-competitive practices and complies with applicable competition laws.

Bribery in any form is not tolerated. This approach extends to gifts, entertainment and hospitality, whether received or offered.

While our Code of Conduct and Anti-Corruption Policy documents set out standards and contain strict adherence guidelines with respect to anti-corruption, our internal procedures and compliance officers provide training, monitoring and implementation to prevent anyone working for DNO, or acting on DNO's behalf, from engaging in any form of illegal, unethical or other disallowed corporate and personal conduct.

Our managers are held personally accountable and liable for ensuring their units operate in full accordance with DNO's standards.