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## **Policy on the Rights of Indigenous Peoples**

### **POLICY STATEMENT**

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Date: 20 April 2024



# Policy on the Rights of Indigenous Peoples

<b>Issued on:</b> 20 April 2024	<b>Supersedes:</b> All Prior
<b>Owner:</b> Omar Zaafrani (Head of Corporate Affairs & ESG)	<b>Approved by:</b> Hadi Hallouche (CEO)

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## 1. Overview

The Puma Energy Policy Statement on the Rights of Indigenous Peoples describes the company commitment to respect and protect the rights of Indigenous Peoples.

## 2. Scope

This policy applies to business partners, suppliers and all individuals who are directly employed by the organization, and to any contingent or third-part individuals/workers who, by virtue of their contractual agreements with Puma Energy, work under the direct supervision or control of the organization.

## 3. Abbreviations and Definitions

CSR	Corporate Social Responsibility
FPIC	Free, Prior, and Informed Consent: a specific right granted to Indigenous Peoples recognised in the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), which aligns with their universal right to self-determination. FPIC allows Indigenous Peoples to provide or withhold/ withdraw consent, at any point, regarding projects impacting their territories. FPIC allows Indigenous Peoples to engage in negotiations to shape the design, implementation, monitoring, and evaluation of projects.
ILO	International Labour Organization
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples

## 4. Annexures

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## 5. Policy

- 5.1. Puma Energy respects the rights of Indigenous Peoples and, where they may be affected by the Company’s activities, approach and action, commit to be consistent with the principles recognized in the international instruments such as the ILO Convention 169, and the UNDRIP, respecting their right to Free, Prior, and Informed Consent.
- 5.2. This policy statement’s purpose is to advise all employees, stakeholders and clients of the organisation’s commitments to the rights of Indigenous Peoples and serves as a guiding framework to ensure the protection, promotion, and fulfilment of the rights of Indigenous Peoples within the scope of Puma Energy’s operations and initiatives.

## 6. Respecting the Rights of Indigenous Peoples

- 6.1. Puma Energy operates in areas with very limited to no presence of Indigenous Peoples. However, due to the special relationship to the land and long history of marginalization of



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Indigenous Peoples, Puma Energy recognizes the need for guidelines to inform the Company's engagement with Indigenous stakeholders to ensure the full respect of their rights, whenever Puma Energy's operations may affect Indigenous Peoples' rights.

- 6.2. Whenever Puma Energy operations intersect with Indigenous communities, the Company mandates the development and implementation of an Indigenous Peoples Plan by the sites. This plan will outline and formalise engagement processes, and detail specific actions to address impacts and offer opportunities to Indigenous Peoples, commensurate the level of impact.
- 6.3. Indigenous Peoples can access the company's SpeakUp! Helpline to raise concerns about company operations at all times.

## 7. Commitments

- 7.1. Avoid involuntary resettlement of Indigenous Peoples. Recognizing the impact of displacement, Puma Energy aims for non-interference with established indigenous territories and ensures that its operations deprioritise building new sites that may disrupt Indigenous communities. Puma Energy respects the land rights of Indigenous Peoples.
- 7.2. Promote the realization of social, economic, and cultural rights of Indigenous Peoples, including but not limited to education, healthcare, employment, and cultural preservation.
- 7.3. Promote the socio-economic development of Indigenous Peoples through providing access to energy and, where possible, through CSR initiatives, respecting their values, priorities and traditions.
- 7.4. Identify, respect and safeguard culturally sensitive areas of significance to Indigenous Peoples, ensuring their preservation and protection from any impacts of the Company's operations.
- 7.5. Recognize the rights of Indigenous Peoples to Free, Prior, and Informed Consent in all matters affecting their lands, resources, and cultures. Commit to engaging in meaningful consultation process and obtaining FPIC before undertaking any activities that may affect Indigenous communities.
- 7.6. Where applicable, Puma Energy seeks the effective representation and meaningful participation of Indigenous Peoples in the decision-making process

This policy statement has been reviewed and authorized by Puma Energy's Executive Committee and signed by Puma Energy's Chief Executive Officer and General Chairman.

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