

Declaration of Human Rights
PACIFIC EXPLORATION & PRODUCTION CORPORATION AND ITS
SUBSIDIARIES
(Collectively, the “Corporation” or “Pacific E&P”)

This Declaration stems from the Corporation’s Sustainability Policy approved by the board of directors on May 29, 2013.

At Pacific E&P, we have a commitment with society and we work for sustainable human development. Our social commitment takes to work on the creation of shared value hand in hand with our stakeholders, on the respect of Human Rights. Under this premise the Corporation is committed to the respect and promotion of Human Rights in all its operations and actions. Our declaration of Human Rights reflects our recognition of the Universal Declaration of Human Rights, International Covenants on Civil and Political Rights as well as those on Economic, Social and Cultural Rights, the eight covenants of the International Labor Organisation that comprise the Declaration on Fundamental Principles and Rights at Work, la Declaration of the United Nations on the rights of indigenous peoples, and the Convention on the elimination of all forms of discrimination against women.

For the purposes of this Declaration, Human Rights are construed as rights inherent to all human beings, without any distinction of nationality, residence, sex, national or ethnic origin, color, religion, language, or otherwise. Such as the right to life, safety, liberty, not to be subjected to torture or cruel or inhuman treatment, to move freely, a healthy environment, health, an adequate level of life, not be discriminated against, and others internationally recognized in the Universal Declaration of Human Rights.

Our commitment with the respect of Human Rights is reflected in all our actions, in accordance with the principles of the Global Compact, with the guidelines of the Organization Organisation for Economic Co-operation and Development (OECD) for multinational companies and, also, with the Voluntary Principles on security and Human Rights and the Guiding Principles for business and Human Rights to put into practice the framework of “Protect, respect and remedy”.

This Declaration is based on due identification and analysis of potential risks and Human Rights, adequate management thereof and the definition of action plans according to the needs and the political and socio economic context of the zones where it operates, with special emphasis on those that are in a high risk situation.

OBJECTIVE

The objective of this Declaration is that all of the Corporation’s operations be carried out respecting Human Rights. Namely, that within all activities related with its operation, it avoids affecting negatively the enjoyment of rights by stakeholders, it promotes and procures the facilitation of the access to rights by these groups.

In order to meet this general objective, this Declaration also defines the aspects in which the Corporation must concentrate its efforts based in the sustainability commitment for the respect and the promotion of Human Rights. Based on this commitment we define the principal axes of action to achieve it, which shall be reflected in annual action plans.

SCOPE

This Declaration applies to Pacific E&P and our directors, collaborators and the companies that Pacific E&P controls, as well as to all of the Corporation's operations, carried out directly, or where it holds part of the assets.

Also we encourage its application in commercial partners, including providers, contractors and subcontractors, consultants, agents, representatives and other third parties that act on behalf of the Corporation. The Corporation's operations include each aspect of the company's activities, including those related to projects for exploration, exploitation, production and acquisition of new business. In the same manner the Corporation extends an invitation to comply with the guidelines of this Declaration to partners in those companies it does not control.

This Declaration intends to be a complement to the standards, rules and other pertinent corporate policies. It is not intended to supplant national legislation.

DECLARATION

The Corporation's Declaration is to respect the Human Rights of all individuals, including its collaborators and other stakeholders. In accordance with the United Nations' Protect, Respect and Remedy Framework which the Corporation uses as reference and considering that the State has the responsibility of protecting Human Rights, the Corporation recognizes its duty to respect them.

The Corporation avoids committing violations and works together with the government of the country to implement the necessary measures. In adhesion to this framework, national norms and current legislation, Pacific E&P does not tolerate any violation or infringement of Human Rights by an employee, a contractor or a third party affiliated to the Corporation's operations. In this regard we recognize our responsibility in promoting Human Rights and avoiding that our activities directly cause or have negative consequences thereon.

COMMITMENTS

1. Child and forced labor: The Corporation is committed to guaranteeing the inexistence of child or forced labor, in any of its forms and demands and supervises strict compliance by providers, contractors and subcontractors.

2. Gender: The Corporation, in line with its Declaration of Gender, is committed to promoting so that both men as well as women may have access to dignified and productive work under conditions of equality and safety.

3. Communities: The Corporation is committed to maintain an open and proactive dialogue with communities, and seeks to understand both social, economic, cultural and environmental conditions as well as the impact of its exploration, production activities and their withdrawal. This with the purpose of working in line with these needs and expectations, optimize benefits, mitigate negative impacts and contribute to the sustainable development of the zones where it operates.

4. Ethnic communities: The Corporation complies with national and International laws for the respect and recognition of their collective rights and their special interests on land, water, the environment. The Corporation is committed to consulting previously, freely and in an informed manner and to obtain the previous consent of the ethnic communities for all activity that may impact them. Pacific E&P seeks sustainable and long term agreements with these communities and provides special attention in case of infringement of their rights.

5: Providers and contractors: The Corporation is committed to promoting respect for Human Rights in its interaction with its contractors and providers. The Corporation communicates its expectations, including the formation and compliance of this Declaration by its contractors and providers, and demonstrates its preference for working with contractors and providers that effectively respect Human Rights and. Likewise, the Corporation is focused on managing and maintaining relations with public forces and its private security providers, in a manner that respects and promotes Human Rights.

6. Freedom to unionize: The Corporation is committed to complying with the labor rights of its collaborators and to guaranteeing that its providers and contractors maintain these same practices. Additionally, the Corporation is committed to sponsoring and guaranteeing the right to freedom of association and collective bargaining by its employees and of the employees of its contractors and subcontractors

IMPLEMENTATION

To implement this Declaration, the Corporation shall carry out the following activities:

Dissemination of the policy:

1. The Corporation disseminates this declaration to ensure it is known by all of the Corporation's collaborators.
2. All new collaborators or those that due to its specific position or activities may have an impact on Human Rights shall receive training on this policy and the Corporation's expectations regarding Human Rights.
3. The Corporation requires that its providers y contractors be aware of and comply with the Sustainability Policy, the different declarations including this one and other relevant documents such as the Code of Conduct. Human Rights training shall be promoted for contractors and providers

Due diligence:

4. The Corporation implements due diligence to determine the real or potential impacts on Human Rights of its operations and generates an action plan to close the gaps identified in its due diligence. The advance of this action plan shall be measured periodically by the Sustainability Committee.
5. The Corporation prepares a risk matrix on Human Rights, incorporating all stakeholders.
6. The Corporation is adhered to the requirements of the Voluntary Principles on Security and Human Rights in the management of its security arrangements with public forces and its surveillance and private security providers

Complaints and Claims:

7. The Corporation implements a mechanism for complains and claims to protect Human Rights, with the following attributes: legitimate and reliable, public and accessible, transparent, based on involvement and dialogue, predictable in terms of the process, culturally appropriate, that provides adequate protection and access to other mechanisms for remediation, just and empowering, that constitutes a continuous source of learning, institutional, integrated and aligned.
8. The Corporation monitors systematically allegations of potential violations of Human Rights to identify potential flaws.

REPORT

Any person that believes that the Corporation is about to participate in activities, or that it has participated in activities, that in any way violate national and international Human Rights legislation or this declaration, must report it immediately to his/her supervisor. Likewise, persons can communicate with their direct supervisor, the field CSR coordinator, the corporate Sustainability Committee and/or use the ethics channels established by the Corporation.

Directors and collaborators must immediately report any violation or suspicion of violation to the Sustainability Committee or to the Ethics Committee.

The Corporation shall not impose sanctions or allow retaliation against personas that inform of violations to this declaration.

QUESTIONS

Any question related to this declaration, can be directed to the Sustainability Office by email to sustainability@pacific.energy.