

Modern Slavery Act Statement FY2019

INPEX CORPORATION (hereinafter “INPEX”) discloses its initiatives to prevent slavery and human trafficking in the business and supply chain of the INPEX Group (hereinafter “the Group”) pursuant to Section 54(1) of the UK Modern Slavery Act 2015 as follows.

1. INPEX Business Overview

Pursuant to its mission of contributing to the creation of a brighter future for society through its efforts to develop, produce and deliver energy in a sustainable way, the Group is engaged in its primary business that includes research, exploration, development, production and sales of oil, natural gas and other mineral resources; research, development, production and sales of renewable energy; investing in and financing these business activities; and other business activities related to these.

The Group is Japan’s largest oil and gas exploration and production company. The Group is currently engaged in projects located in more than 20 countries worldwide, and employs more than 3,000 people on a consolidated basis.

INPEX has an office in London in the United Kingdom. The duties of the London office mainly consist of carrying out administrative operations concerning businesses located in the region, supporting business development and new ventures and gathering intelligence and information on the oil and gas industry.

2. Policy and Organizational Structure for the Prevention of Slavery and Human Trafficking

Policy

INPEX comprehensively demonstrates its firm commitment to respect and uphold human rights in the INPEX Group Human Rights Policy (hereinafter “Human Rights Policy”). Under its Corporate Social Responsibility Principles, the Group provides for the respect of human rights in its Business Principles and Code of Conduct, which all officers and employees are required to comply with.

- Human Rights Policy
(<https://www.inpex.co.jp/english/csr/compliance/pdf/INPEX-Group-Human-RightsPolicy-en.pdf>)
- Corporate Social Responsibility Principles
(<https://www.inpex.co.jp/english/company/philosophy.html>)
- Business Principles and Code of Conduct
(<https://www.inpex.co.jp/english/company/policy.html>)

Respect for International Norms and Participation in External Initiatives

The Group supports international norms relating to human rights, such as those laid out by the International Bill of Human Rights, the International Labour Organization (ILO) and the United Nations Guiding Principles on Business and Human Rights. Additionally, the Group has participated in the United Nations Global Compact since 2011 and the IPIECA since 2013.

Organizational Structure

Under its Human Rights Policy, Corporate Social Responsibility Principles, Business Principles and Code of Conduct, the Group requires all officers and employees to comply with laws and regulations, respect social norms and perform their duties while adhering to the highest principles of ethical conduct. In order to ensure that corporate ethics and behavior adhere to the policy and principles, the Compliance Committee led by the director in charge of compliance and consisting of full-time directors and executive officers holds regular scheduled meetings as well as ad-hoc meetings as required.

The Statement has been approved by INPEX's Board of Directors and signed by Takahiko Ikeda, Director, Senior Executive Vice President in charge of Compliance of the Company.

3. Initiatives Concerning the Prevention of Slavery and Human Trafficking

Respect of Human Rights through Business Risk Assessments

The Group conducts human rights management assessments at its project sites and offices in Japan and outside of Japan through country risk analyses, interviews and questionnaires, etc. Based on these assessments, the Group ascertains the state of its response to human rights risks and lays out its challenges upon providing feedback on

the results of the assessments to the individual responsible for human rights management at each office. As one of the initiatives to strengthen the respect and upholding of human rights taking into account the results of the assessments, the Group provides human rights education on a regular basis. In addition, the Group voluntarily adopts the International Finance Corporation (IFC) Performance Standard and conducts studies on the possible environmental and social impact—including the impact on human rights— of its business activities in the areas where the Group operates. The Group first identifies the risks and then takes the appropriate actions, such as avoiding, mitigating or monitoring these risks.

Supply Chain Management

The Group is engaged in business activities with a variety of stakeholders including contractors, suppliers and joint venture partners. In carrying out procurement activities, all officers and employees strive to comply with relevant laws, social norms and the Corporate Social Responsibility Principles in accordance with internal rules governing ethical procurement. The Group also requests its contractors and suppliers to respect the content of the principles included in the Human Rights Policy in the application and execution of contracts including procurement agreements. In addition, the Group conducts due diligence on human rights in the registration and commissioning of new suppliers and the evaluation of tenders, and appraising some existing contractors through questionnaires.

As for the projects with a non-operating interest, the Group has begun monitoring operators' initiatives on human rights through questionnaires.

Educational Activities and Whistle-Blowing System

The Group provides for the respect and upholding of human rights in its Human Rights Policy, Business Principles and Code of Conduct, which all officers and employees are required to comply with, and strives to enhance the awareness of officers and employees through its intranet. The Group also proactively promotes employee education on compliance including human rights by providing web based human rights training for executives and employees, training to employees and issuing internal newsletters on compliance issues. In addition, the Group promotes whistle-blowing by providing officers and employees with both internal and external contact points under its whistle-blowing system (<https://www.inpex.co.jp/english/csr/compliance.html>) Serious compliance violations are dealt with in the appropriate manner and disclosed in the INPEX sustainability report issued annually.

4. Future Efforts

The Group will ensure it fulfills its social responsibilities to the local communities in which it conducts business and contributes to the creation of a sustainable society through ongoing in-house training on human rights issues and enhanced human rights management including the prevention of slavery and human trafficking in its supply chain.

June 22, 2020



Takahiko Ikeda

Director, Senior Executive Vice President

INPEX CORPORATION