

Company Name INPEX Corporation
Industry Extractive
Overall Score (*) 14.1 out of 100

Theme Score	Out of	For Theme
2.1	10	A. Governance and Policies
0.7	25	B. Embedding Respect and Human Rights Due Diligence
0.8	15	C. Remedies and Grievance Mechanisms
4.4	20	D. Performance: Company Human Rights Practices
2.8	20	E. Performance: Responses to Serious Allegations
3.3	10	F. Transparency

(*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2019 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: General HRs commitment: The Company is committed to respecting human rights. "Guided by the UN Guiding Principles on Business and Human Rights, this Policy was developed to comprehensively define our firm commitment to respect human rights." [Basic Policies, 05/22/2017: inpex.co.jp] Met: UNGC principles 1 & 2: INPEX Corporation has been a participant in the United Nations Global Compact since December, 2011. [We Support the Global Compact, Not available.: inpex.co.jp] Not met: UDHR Score 2 <ul style="list-style-type: none"> Not met: UNGPs: According to the Sustainability Report the Company issued its policy based on the UNGP. The statement, however, is not strong enough for this criteria. [Sustainability Report 2018, 2018: inpex.co.jp] Not met: OECD
A.1.2	Commitment to respect the human rights of workers	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: ILO Core: The Company explicitly committed to respecting the ILO fundamental rights at work. "We treat everyone who works for INPEX fairly and without discrimination in the workplace. We do not tolerate forced labor or illegal forms of child labor. We respect the freedom of association and the right to organize in accordance with ILO principles." The right to collectively bargain is also reinforced by the company. In the sustainability report it states: "The labor agreement with the INPEX labor union stipulates that the union possesses the

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>three labor rights (the right to organize, the right to bargain collectively, and the right to act collectively)". [Basic Policies, 05/22/2017: inpex.co.jp & Sustainability Report 2018, 2018: inpex.co.jp]</p> <ul style="list-style-type: none"> • Met: UNGC principles 3-6: INPEX Corporation has been a participant in the United Nations Global Compact since December, 2011. [We Support the Global Compact, Not available.: inpex.co.jp] • Not met: Explicitly list All four ILO apply to EX BPs: The Company discloses that expects its business partners to respect human rights. However, its not clear if the Company explicitly states to its business partners the commitment to respecting worker's right to collective bargain, INPEX discloses that commitment is only applicable to the Company's labor union, and therefore although the policies might apply to partners, they are not part of the union. [Basic Policies, 05/22/2017: inpex.co.jp & Sustainability Report 2018, 2018: inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Explicit commitment to All four ILO Core: The Company explicitly committed to respect its business partners employees and its workers freedom of association and not to discriminate nor tolerate forced labor or child labor. The right to collectively bargain is also reinforced by the company. In the sustainability report it states: "The labor agreement with the INPEX labor union stipulates that the union possesses the three labor rights (the right to organize, the right to bargain collectively, and the right to act collectively)". [Basic Policies, 05/22/2017: inpex.co.jp & Sustainability Report 2018, 2018: inpex.co.jp] • Met: Respect H&S of workers: The Company committed to respecting the health and safety of workers. "Through the implementation of this Policy, and by openly communicating our HSE information to our stakeholders, we seek to be recognized as a company that endeavours to continually improve HSE performance." [Health, Safety and Environmental Policy, 07/26/2018: inpex.co.jp] • Not met: H&S applies to EX BPs
A.1.3.EX	Commitment to respect human rights particularly relevant to the industry (EX)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Based on UN Instruments • Not met: Voluntary Principles (VPs) participant: The Company explicitly states it conducts its security activities as recommended in the Voluntary Principles on Security and Human Rights. No evidence found, however, of the Company being a participant in the Voluntary Principles initiative. [Basic Policies, 05/22/2017: inpex.co.jp] • Not met: Uses only ICoCA members • Met: Respecting indigenous rights: The Company explicitly states it recognizes and respects the human rights of people in communities, including indigenous peoples, affected by our business activities. [Basic Policies, 05/22/2017: inpex.co.jp] • Not met: Expects BPs to respect these rights [Basic Policies, 05/22/2017: inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: FPIC commitment • Not met: Voluntary Guidelines on Tenure Rights • Met: IFC performance standards: The Company states it adopts IFC Performance Standards as is project implementation standards. [Sustainability Report 2018, 2018: inpex.co.jp] • Not met: Zero tolerance for land grabs • Not met: Respecting the right to water • Not met: Expects BPs to commit to all these rights
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to stakeholder engagement: The Company explicitly commits to engage with stakeholders. "We will mitigate and seek to prevent potential adverse impacts identified while engaging with those who may be directly affected or their legal representatives in an appropriate manner. We will integrate the findings of the assessments in our operations across functional groups." [Basic Policies, 05/22/2017: inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design: Although the Company states in its Human Rights Policy that it 'will conduct assessments on potential human rights impacts. We will mitigate and seek to prevent potential adverse impacts identified while engaging with those who may be directly affected or their legal representatives in an appropriate manner', it is not clear if the Company lets affected stakeholders be active participants in the development of the Company's

Indicator Code	Indicator name	Score (out of 2)	Explanation
			approach to human rights. [Basic Policies, 05/22/2017: inpex.co.jp & Human Rights Policy, 05/22/2019: inpex.co.jp] <ul style="list-style-type: none"> • Not met: Regular stakeholder design engagement
A.1.5	Commitment to remedy	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Commits to remedy: The Company explicitly commits to remedy adverse impacts of individuals. "Where we identify that we have caused or directly contributed to adverse human rights impacts, we will provide or cooperate in providing access to appropriate remediation through legitimate processes, including grievance mechanisms where relevant." [Basic Policies, 05/22/2017: inpex.co.jp] Score 2 <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with EX BPs to remedy impacts
A.1.6	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Zero tolerance attacks on HRs Defenders (HRDs) Score 2 <ul style="list-style-type: none"> • Not met: Expects EX BPs to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: CEO or Board approves policy: The Board approved the Company's Human Rights Policies on 05/22/2019. [Human Rights Policy, 05/22/2019: inpex.co.jp] • Not met: Board level responsibility for HRs: The Company discloses that '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.' However, it is not clear if the director is from the Board of the Company. This indicator does not cover senior managers holding other human rights related roles in other organizations. [UK Modern Slavery Act Statement 2017, 2017: inpex.co.jp] Score 2 <ul style="list-style-type: none"> • Not met: Speeches/letters by Board members or CEO
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Board/Committee review of salient HRs • Not met: Examples or trends re HR discussion Score 2 <ul style="list-style-type: none"> • Not met: Both examples and process
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Incentives for at least one board member • Not met: At least one key EX RH risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See indicator A.1.2 [Sustainability Report 2018, 2018: inpex.co.jp & Human Rights Policy, 05/22/2019: inpex.co.jp] • Not met: Senior responsibility for HR Score 2 <ul style="list-style-type: none"> • Not met: Day-to-day responsibility • Not met: Day-to-day responsibility for EX BRs
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Senior manager incentives for human rights Score 2 <ul style="list-style-type: none"> • Not met: At least one key EX HR risk, beyond employee H&S

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: HR risks is integrated as part of enterprise risk system Score 2 • Not met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	1	The individual elements of the assessment are met or not as follows: Score 1 • Met: Commits to ILO core conventions: See indicator A.1.2 [Human Rights Policy, 05/22/2019: inpx.co.jp & Sustainability Report 2018, 2018: inpx.co.jp] • Met: Communicates its policy to all workers in own operations: The Company states in its human rights policy that it conducts compliance activities such as training employees in harassment, modern slavery act in the UK and human rights, as they all relate to the Code of Conduct. "With the objective of having each and every member of INPEX carry out compliance activities, we provide regular compliance training sessions, including business theme training and stratified training. In 2017, some of these trainings covered the themes of antitrust law, judicial/administrative sanctions, harassment, anti-social forces, and the Modern Slavery Act in the U.K. And human rights, as they all relate to the Code of Conduct." The Company states that 98% of the workforce is trained in human rights. [Sustainability Report 2018, 2018: inpx.co.jp] Score 2 • Met: Commits to all 4 ILO core conventions: See indicator A.1.2 [Human Rights Policy, 05/22/2019: inpx.co.jp & Sustainability Report 2018, 2018: inpx.co.jp] • Not met: Communication of policy commitments to stakeholder: Although the Company states it communicates with stakeholders, it does not explicitly point out if it communicates its human rights policies to stakeholders. [Engaging with our stakeholder, Not available: inpx.co.jp] • Not met: How policy commitments are made accessible to audience: In its "Engaging with our stakeholder" page, the Company lists its main opportunities of communication with workers. The Company then went on to show examples of stakeholder engagement actions. This, however, does not describe how the Company ensures the frequency of the information communication to stakeholders. [Engaging with our stakeholder, Not available: inpx.co.jp]
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Commits to all 4 ILO core conventions for suppliers: The Company explicitly states it expects suppliers to respect almost all ILO core conventions, however it failed to include the right to collective bargaining in it. Therefore, the Company failed to meet criteria. [Human Rights Policy, 05/22/2019: inpx.co.jp & Basic Policies, 05/22/2017: inpx.co.jp] • Not met: Communicating policy to EX contractors and joint ventures: On its sustainability report, the Company states that it intends to implement a human rights risks assessment on supply chain. However, this is a target on the Sustainability report and it is not clear if the company has implemented and/or achieved that. Moreover, there is no clear evidence about contractual binding arrangements in the INPEX Code of Conduct. [Sustainability Report 2018, 2018: inpx.co.jp & Code of Conduct, Not mentioned: inpx.co.jp] • Not met: Including to EX BPs (removed) Score 2 • Not met: How HR commitments made binding/contractual • Not met: Including on EX BPs
B.1.5	Training on Human Rights	0.5	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Scores at least 1 on A.1.2 [Human Rights Policy, 05/22/2019: inpx.co.jp] • Met: Trains all workers on HR policy commitments: In 2017 the 'Company stated that it completed online Human Rights training for 98% of its executives and employees. [Sustainability Report 2018, 2018: inpx.co.jp] • Not met: Trains relevant EX managers including security personnel Score 2 • Not met: Score of 2 on A.1.2 [Human Rights Policy, 05/22/2019: inpx.co.jp] • Not met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Scores at least 1 on A.1.2 [Basic Policies, 05/22/2017: inpx.co.jp] • Not met: Monitoring implementation of HR policy commitments

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Monitoring EX BP's Score 2 <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Describes corrective action process • Not met: Example of corrective action • Not met: Discloses % of EX supply chain monitored
B.1.7	Engaging business relationships	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: HR affects selection EXs business partners • Not met: HR affects on-going EX business partner relationships Score 2 <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Working with EX business partners to improve performance
B.1.8	Approach to engagement with potentially affected stakeholders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Stakeholder process or systems: The Company has a stakeholder "opportunities and interests" system in place and has also disclosed examples of engagement processes that date back to 2017. The Company, however, did not describe those processes. [Engaging with our stakeholder, Not available: inpex.co.jp] Score 2 <ul style="list-style-type: none"> • Not met: Frequency and triggers for engagement • Not met: Engagement includes EX business partners workers • Not met: Engagement includes EX business partners communities Score 2 <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Identifying risks in own operations • Not met: identifying risks in EX business partners Score 2 <ul style="list-style-type: none"> • Not met: Ongoing global risk identification • Not met: In consultation with stakeholders • Not met: In consultation with HR experts • Not met: Triggered by new circumstances • Not met: Explains use of HRIAs or ESIA (inc HR)
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context) • Not met: Public disclosure of salient risks Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks • Not met: Including amongst EX BPs • Not met: Example of Actions decided Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: System to check if Actions are effective • Not met: Lessons learnt from checking effectiveness Score 2 <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met

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B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks: According to its Reconciliation Action Plan, the Company states that "Identify appropriate communications channels to each Aboriginal and Torres Strait Islander peoples during the recruitment process" as well as track its progress and report. However, no evidence found of the Company communicating the process to identify which are its human rights risks and impacts. See indicator B.2.1 [Reconciliation Action Plan 2016-2018, 2016-2018: inpex.com.au] • Not met: Comms plan re assessing risks • Not met: Comms plan re action plans for risks: The Company states in its Reconciliation Action Plan that "Develop, implement and review a strategy to communicate the Reconciliate Action Plan (RAP) to all relevant internal and external stakeholders and make it available to all stakeholders'. However, no evidence found of communication or demonstration that it has a system to prevent and mitigate its salient human rights risks and impacts in general. See indicator B.2.3 [Reconciliation Action Plan 2016-2018, 2016-2018: inpex.com.au] • Not met: Comms plan re reviewing action plans • Not met: Including EX business partners <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications: According to its Reconciliation Action Plan, the Company states that "Identify appropriate communications channels to each Aboriginal and Torres Strait Islander peoples during the recruitment process" as well as track its progress and report. However, it does not provide further information regarding how it ensures that affected stakeholders are able to access communications in the context of human rights concerns raised [Reconciliation Action Plan 2016-2018, 2016-2018: inpex.com.au]

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company has a Whistle-blower Hotline. "We set up a hotline that uses a Whistle-blower Hotline that complies with the Whistle-blower Protection Act. The Hotline is accessible to our executives and employees." [Sustainability Report 2018, 2018: inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved: The company published in this Engagement Report that they managed 1550 community enquiries which are the following issues: 'General issues related to Ichthys LNG, Job opportunities, Business opportunities, Sponsorship, Workforce related enquiries, Ichthys LNG activities'. However, these are not grievances, [Community Engagement, 2019: inpex.com.au] • Not met: Channel is available in all appropriate languages • Not met: Expect EX BPs to have equivalent grievance system: Although the Company is committed to keeping Territorians informed about Ichthys LNG activities, it does not indicate in its documents a channel or mechanism accessible to all workers to raise complains or concerns related to the Company. [Local Communities, Not available.: inpex.co.jp & Community Engagement, 2019: inpex.com.au] • Not met: Opens own system to EX BPs workers
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Grievance mechanism for community: The Company's sole grievance channel available for external stakeholders is only available in Australia. [Local Communities, Not available.: inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages • Not met: Expects EX BPs to have community grievance systems • Not met: EX BPs communities use global system
C.3	Users are involved in the design and performance of the	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Description of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Engages with users on system performance

Indicator Code	Indicator name	Score (out of 2)	Explanation
	channel(s)/mechanism(s)		<ul style="list-style-type: none"> • Not met: Provides user engagement example on performance • Not met: EX BPs consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Response timescales • Not met: How complainants will be informed <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level
C.5	Commitment to non-retaliation over complaints or concerns made	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Public statement prohibiting retaliation: The Company states in its Sustainability Report that "Rigorous measures have been taken to protect individuals who submit reports from any negative consequences." This, however, does not configure an overall commitment to non-retaliation nor does it apply to all stakeholders, only workers and executives. [Sustainability Report 2018, 2018: inpx.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Practical measures to prevent retaliation • Not met: Has not retaliated in practice • Not met: Expects EX BPs to prohibit retaliation
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms • Not met: Complainants not asked to waive rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided • Not met: Says how it would remedy key sector risks <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.1	Living wage (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Living wage target timeframe or achieved • Not met: Describes how living wage determined <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Pays living wages • Not met: Reviews living wages definition with unions
D.3.2	Transparency and accountability (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Member of EITI: The Company states that have been a member of EITI since October 2012. [Sustainability Report 2018, 2018: inpx.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Reports taxes and revenue by country • Not met: Steps taken re non EITI countries • Not met: Disclosures contract terms where not a requirement
D.3.3	Freedom of association and collective bargaining (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation: The Company agrees to not interfere in trade unions. "The labor agreement we have concluded with the INPEX labor union stipulates our recognition that the union possesses the three labor rights (the right to organize, the right to bargain collectively, and the right to act collectively)." The Company, however, does not commit to put in measures to prohibit any form of intimidation or retaliation against workers seeking to exercise this right. [Sustainability Report 2018, 2018: inpx.co.jp]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> Met: Discloses % covered by collective bargaining: The Company discloses labor union participation rates dating from 2015 to 2017. [Sustainability Report 2018, 2018: inpex.co.jp] Score 2 <ul style="list-style-type: none"> Not met: Both requirement under score 1 met
D.3.4	Health and safety: Fatalities, lost days, injury rates (in own extractive operations, which includes JVs)	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Injury Rate disclosures: The Company discloses its incident frequency in the Sustainability Report. [Sustainability Report 2018, 2018: inpex.co.jp] Met: Lost days or near miss disclosures: The Company discloses its lost time due to injuries in the Sustainability Report. [Sustainability Report 2018, 2018: inpex.co.jp] Met: Fatalities disclosures: The Company discloses its fatalities. [Sustainability Report 2018, 2018: inpex.co.jp] Score 2 <ul style="list-style-type: none"> Met: Set targets for H&S performance: The Company sets a target for health and safety performance. "Incident reduction (Target: LTIP 0.12 TRIR 0.70 or less; zero incidents of Process Safety KPI Tier 1 and 2; stringent safety controls for works at height or in confined space)" [Sustainability Report 2018, 2018: inpex.co.jp] Not met: Met targets or explains why not
D.3.5	Indigenous peoples rights and free prior and informed consent (FPIC) (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Process to identify indigenous rights holders: The Company did not describe its identification and engagement process, only its outcome when disclosing the Ichtys LNG Project Concept details. [Local Communities, 2018: inpex.co.jp] Not met: How engages with communities in assessment: See above. [Local Communities, 2018: inpex.co.jp] Score 2 <ul style="list-style-type: none"> Not met: Commits to FPIC (or ICMM) Not met: Gives recent example FPIC or dropping deal
D.3.6	Land rights (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Approach to identification of land tenure rights holders: The Company describes in its Sustainability Report that "No involuntary resettlement of Indigenous community groups has been required by INPEX operated projects in 2017." However, it does not provide further information regarding how it identifies legitimate tenure rights holders. [Sustainability Report 2018, 2018: inpex.co.jp] Not met: Describes approach to doing so if no recent deals Score 2 <ul style="list-style-type: none"> Not met: How valuation and compensation works Not met: Steps to meet IFC PS 5 in state deals Not met: Describes approach if no recent deals
D.3.7	Security (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: How implements security (inc VPs or ICOC) Not met: Example of respecting HRs in security Not met: Ensures Business Partners follow security approach Score 2 <ul style="list-style-type: none"> Not met: Assesses and involves communities Not met: Working with local community
D.3.8	Water and sanitation (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Action to prevent water and sanitation risks Score 2 <ul style="list-style-type: none"> Not met: Water targets considering local factors Not met: Reports progress in meeting targets and shows trends in progress made

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 11.29 out of 80 points scored in themes A-D & F has been applied to produce a score of 2.82 out of 20 points for theme E.

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	1.26 out of 4	Out of a total of 38 indicators assessed under sections A-D of the benchmark, INPEX Corporation made data public that met one or more elements of the methodology in 12 cases, leading to a disclosure score of 1.26 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> • Met: Company reports on GRI: The company reports that "Our sustainability report has been prepared in accordance with the GRI Standards: Core option". The Company discloses a GRI index referencing where to find data related to each indicator. [GRI, Not available: inpex.co.jp] • Not met: Company reports on SASB • Not met: Company reports on UNGPRF
F.3	Key, High Quality Disclosures	0 out of 4	INPEX Corporation met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples <ul style="list-style-type: none"> • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly <ul style="list-style-type: none"> • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus <ul style="list-style-type: none"> • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management • Not met: Score 1 for D.3.1 : Living wage (in own extractive operations, which includes JVs) • Not met: Score 2 for D.3.4 : Health and safety: Fatalities, lost days, injury rates (in own extractive operations, which includes JVs)

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2019 Key Findings report and technical annex for more details of the research process.

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As CHRB Ltd, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.