

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Equinor
Sector Extractives
Overall score 38.8 out of 100

| Theme score | Out of | For theme |
|-------------|--------|---|
| 3.8 | 10 | A. Governance and Policy Commitments |
| 13.9 | 25 | B. Embedding Respect and Human Rights Due Diligence |
| 6.5 | 20 | C. Remedies and Grievance Mechanisms |
| 6.9 | 25 | D. Performance: Company Human Rights Practices |
| 7.8 | 20 | E. Performance: Responses to Serious Allegations |

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 2022 Methodology document for the sector concerned. 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 Policy Commitments (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 | 2 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: International Bill of Human Rights: The Company's Human Rights Policy indicates: 'We respect all internationally recognised human rights, including those set out in the International Bill of Human Rights'. [Human Rights Policy, N/A: cdn.equinor.com] Score 2 <ul style="list-style-type: none"> Met: Commitment to UNGPs: The Company's Human Rights Policy indicates: 'We are committed to Respecting all internationally recognised human rights, in accordance with the UN Guiding Principles on Business and Human Rights'. [Human Rights Policy, N/A: cdn.equinor.com] |
| A.1.2.a | Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work | 2 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Commitment to ILO core principles: The Company's Human Rights Policy indicates: 'We respect all internationally recognised human rights, including those set out in [...] the International Labour Organisation Declaration on Fundamental Principles and Rights at Work'. [Human Rights Policy, N/A: cdn.equinor.com] Met: Explicitly lists all four ILO core principles: The Company's Human Rights Policy indicates: 'We respect all internationally recognised human rights, including those set out in the [...] International Labour Organisation Declaration on Fundamental Principles and Rights at Work. These include but are not limited to the human right to freedom of association and collective bargaining and the human rights not to be subject to forced labour, child labour or discrimination in respect of employment and occupation'. [Human Rights Policy, N/A: cdn.equinor.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|--|
| | | | <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to ILO core principles: The Company's Human Rights Expectation of Suppliers has explicit requirements regarding each ILO core area: non- discrimination, forced labour, child labour, freedom of association and collective bargaining as indicated below. [Human Rights Expectations for Suppliers V1.0, 01/2019: cdn.equinor.com] • Met: Explicitly lists all four ILO core principles for BPs/JVs: The Company's Human Rights Expectation of Suppliers has explicit requirements regarding each ILO core area: non- discrimination, forced labour, child labour, freedom of association and collective bargaining. Regarding freedom of association and collective bargaining, it indicates: 'We expect our suppliers to respect, without discrimination, their workers' right to freedom of assembly and association, to organize and to collective bargaining and to form trade unions. In places where these rights are restricted, we expect our suppliers to find alternative means for effective worker-employer collaboration'. [Human Rights Expectations for Suppliers V1.0, 01/2019: cdn.equinor.com] |
| A.1.2.b | Commitment to respect the human rights of workers: Health and safety and working hours | 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"> • Met: Commitment to respect H&S of workers: The Company's Human Rights Policy indicates: 'We are committed to Respecting all internationally recognised human rights, in accordance with the UN Guiding Principles on Business and Human Rights, and in particular: [...] providing safe, health and secure working conditions'. [Human Rights Policy, N/A: cdn.equinor.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week: Although the Company's Human Rights Policy indicates that 'We respect all internationally recognised human rights, including those set out in the [...] International Labour Organisation Declaration on Fundamental Principles and Rights at Work', it is not clear the Company specifically commits to respecting the ILO conventions on labour standards on working hours. Alternatively, the Company could publicly state that workers shall not be required to work more than 48 hours in a regular work week or 60 hours including overtime and that all overtime work must be consensual and paid at a premium rate. No further evidence found. The Company has provided comments to CHRB regarding this indicator regarding the specificity of its sector and working hours. However, no evidence was found of a commitment to respect ILO standards on working hours, which includes considerations for the extractive sector. [Human Rights Policy, N/A: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to H&S of workers: The Company's Human Rights Expectation of Suppliers indicates: 'We expect our suppliers to ensure all workers have a healthy and safe workplace where they are protected from accidents, injuries and work-caused illness [...] Workers should be safeguard from outside threats and dangers'. [Human Rights Expectations for Suppliers V1.0, 01/2019: cdn.equinor.com] • Met: Expects BPs/JVs to commit to ILO working hours standards or 48 hour regular work week: The Company's Human Rights Expectation of Suppliers indicates: 'We expect our suppliers to refrain from imposing working and overtime hours that are excessive and that affect the right to a private and family life. Working hours should not jeopardize the individual worker's health and safety. In determining the maximum number of working hours, suppliers should apply the most stringent of applicable laws or relevant International Labour Organisation Conventions. Workers should be able to decline excessive overtime without fear of discrimination or retaliation'. [Human Rights Expectations for Suppliers V1.0, 01/2019: cdn.equinor.com] |
| A.1.3.a.EX | Commitment to respect human rights particularly relevant to the sector – land, natural resources and indigenous peoples' rights (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: Commitment to respect land ownership/natural resources as in VGGT: The Company's Human Rights Policy indicates: 'We are committed to Respecting all internationally recognised human rights, in accordance with the UN Guiding Principles on Business and Human Rights, and in particular [...] Respecting the human rights of people in communities impacted by our activities –including, but not limited to, the right to property, livelihood and the use of land, water and natural resources [...]'. However, it is not clear the Company is also committed to respect legitimate tenure rights as set out in the relevant part(s) of the Voluntary Guidelines on the Responsible Governance of Tenure (VGGT). The Company has provided comments to CHRB regarding this indicator, it lacks a formal policy statement of commitment to VGGT. [Human Rights Policy, N/A: cdn.equinor.com] |

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|----------------|--|------------------|---|
| | | | <ul style="list-style-type: none"> • Not Met: Commitment to respect land ownership/natural resources as in IFC Performance Standards: The Company has provided comments to CHRB regarding this indicator, it lacks a formal policy statement of commitment to respect land /natural resources as in IFC Performance Standards • Not Met: Commitment to respect indigenous rights or ILO No.169 or UN Declaration: The Company’s Human Rights Policy indicates: ‘We will be particularly attentive to the human rights we are at risk of impacting most and to the people most vulnerable to adverse impacts, including [...] indigenous peoples’. However, ‘being particularly attentive’ is not considered a formal statement of commitment according to CHRB wording criteria. Moreover, the Company has provided additional comments to CHRB regarding this indicator which contained information on how Indigenous Peoples are integrated in the Company’s risk prioritisation, as well as in its human rights risk assessment and how these risks are addressed. However, this subindicator looks for a commitment to respecting indigenous peoples’ rights or references the relevant part(s) of the ILO Convention on Indigenous and Tribal Peoples No.169 or of the UN Declaration on the Rights of Indigenous Peoples. Commitments are expected to be placed in formal policy documents. [Human Rights Policy, N/A: cdn.equinor.com] & [2022 Human Rights Statement, 2023: cdn.equinor.com] • Not Met: Expects EX BPs to make these commitments: The Human Rights Policy indicates: ‘We expect all our suppliers and business partners to pay particular attention to the human rights they are at risk of impacting most and to the human rights of people most vulnerable to adverse impacts, including [...] indigenous peoples’. However, although it expects suppliers to “pay particular attention to the human rights” of people most vulnerable, it is not clear it expects business partners to commit to respecting indigenous people’s rights. The Company has provided comments to CHRB regarding this indicator indicates it expects suppliers not to tolerate any form of discrimination. This subindicator looks for an expectation of commitment to respecting indigenous people’s rights, or, alternatively, the expectation could make reference to references the relevant part(s) of the ILO Convention on Indigenous and Tribal Peoples No.169 or of the UN Declaration on the Rights of Indigenous Peoples and to expect business partners to commit to respect ownership/use of land and natural resources and respect legitimate tenure rights related to the ownership and use of land and natural resources as set out in the relevant part(s) of the Voluntary Guidelines on the Responsible Governance of Tenure (VGGT) or the IFC Performance Standards. [Human Rights Policy, N/A: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to obtain FPIC or zero tolerance to land grabbing: The Company has provided comments to CHRB regarding this indicator, it lacks a formal policy statement of commitment to FPIC or zero tolerance for land grabbing • Met: Commitment to respect the right to water: The HR Policy indicates that ‘We are committed to Respecting all internationally recognised human rights, in accordance with the UN Guiding Principles on Business and Human Rights, and in particular [...] Respecting the human rights of people in communities impacted by our activities –including, but not limited to, the right to [...] the use of [...] water and [...] and the right to water and sanitation’. [Human Rights Policy, N/A: cdn.equinor.com] • Not Met: Expects EX BPs to make these commitments: The Company’s Human Rights Expectation of Suppliers indicates: ‘We expect our suppliers to respect the human rights of the community members they affect, including in relation to their use of land, water and other natural resources’. However, it is not clear that Company expects business partners to commit it to obtain the free prior and informed consent (FPIC) from indigenous peoples and local communities for transaction(s) involving land and natural resources or to a zero tolerance for land grabbing. The Company has provided comments to CHRB regarding this indicator. However, it didn't provide additional evidence. [Human Rights Expectations for Suppliers V1.0, 01/2019: cdn.equinor.com] |
| A.1.3.b.EX | Commitment to respect human rights particularly relevant to the sector – security (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"> • Met: Commitment to Voluntary Principles on Security and HRs: The Company’s Human Rights Policy indicates: ‘We are committed to Respecting all internationally recognised human rights, in accordance with the UN Guiding Principles on Business and Human Rights, and in particular [...] Conducting our activities in line with our commitment to the Voluntary Principles on Security and Human Rights’. [Human Rights Policy, N/A: cdn.equinor.com] • Not Met: Commits to International Humanitarian Law: The Company’s Human Rights Policy indicates: ‘We also respect applicable standards of international |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|---|
| | | | <p>humanitarian law'. However, it is not clear the Company commits to respect international humanitarian law (IHL) in all circumstances as it indicates it respects 'applicable standards'. The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Human Rights Policy, N/A: cdn.equinor.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects EX BPs to commit to these rights: The Human Rights Expectation of Suppliers indicates: 'We expect suppliers to apply similar standards to their security arrangements to those set out in the Voluntary Principles on Security and Human Rights'. No evidence found. Finally, it also indicates, in the same document that: 'We respect all internationally recognised human rights including [...] applicable standards of international humanitarian law'. [Human Rights Expectations for Suppliers V1.0, 01/2019: cdn.equinor.com] |
| A.1.4 | Commitment to remedy | 1.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to remedy adverse HRs impacts: The Human Rights Policy states that 'we will provide or cooperate, including with our suppliers and business partners, in providing appropriate remediation to individuals, workers and communities where we have caused or contributed to adverse human rights'. [Human Rights Policy, N/A: cdn.equinor.com] • Met: Expects EX BPs to make this commitments: The Company's Human Rights Expectation of Suppliers indicates: 'Equinor will provide or cooperate in providing appropriate remediation, including, where relevant, through effective grievance mechanisms, where we have caused or contributed to adverse human rights impacts. We expect our suppliers to adopt a similar commitment to enable effective remedy to any adverse human rights impact occurred in the course of their operations'. [Human Rights Expectations for Suppliers V1.0, 01/2019: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms: The webpage section Our Approach to Human Rights indicates: 'Equinor will cooperate, as appropriate, with other non-judicial and judicial remedy processes, such as the OECD National Contact Points and Ombudsman offices, as well as providing the applicable regulatory and legal processes for grievance handling and access to remedy'. However, the commitment has to appear in a formal policy statement according with CHRB standards. No further evidence found. [Our approach to sustainability_web, N/A: equinor.com] • Met: Commitment to work with EX BPs on remedy: As stated above, the HR Policy indicates that 'we will provide or cooperate, including with our suppliers and business partners, in providing appropriate remediation to individuals, workers and communities where we have caused or contributed to adverse human rights'. [Human Rights Policy, N/A: cdn.equinor.com] |
| A.1.5 | Commitment to respect the rights of human rights defenders | 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: Zero tolerance of threats/attacks on HRDs: The webpage section Our Approach to Human Rights indicates: 'In line with the Code of Conduct Equinor will not tolerate any form of recrimination or retaliation to those who raise a concern with us. We recognise the right to advocate for and to defend human rights in a peaceful manner on behalf of those who's rights may be at risk'. The Code of Conduct states: 'We will not tolerate any form of harassment or actions that reasonably can be considered as offensive or intimidating, including any form of unwanted or troublesome attention of a sexual nature'. However, it is not clear the Company commits to neither tolerate nor contribute to threats, intimidation and attacks (both physical and legal) specifically against human rights defenders. Moreover, the commitment has to appear in a formal policy statement according with CHRB standards. [Our approach to sustainability_web, N/A: equinor.com] & [Code of Conduct v.6, 2023: cdn.equinor.com] • Not Met: Expects BPs to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment |

A.2 Board Level Accountability (5% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---------------------------------------|------------------|--|
| A.2.1 | Commitment from the top | 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"> • Met: Board level responsibility for HRs: The 2021 Sustainability Report indicates: 'The Equinor BoD [Board of Directors] and the CEC [Corporate Executive Committee] review, monitor and discuss safety, security and sustainability issues and risks. [...] The safety, sustainability and ethics committee (SSEC) assists the BoD in its supervision of the company's safety, security, sustainability and ethics policies, systems and principles. This includes quarterly reviews of risk issues and performance and an annual review of the sustainability report'. The webpage section Our Approach to Human Rights indicates: 'The CEC and the BoD regularly discuss human rights dilemmas'. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] & [Our approach to sustainability_web, N/A: equinor.com] • Not Met: Describes HRs expertise of Board member <p>Score 2</p> <ul style="list-style-type: none"> • Met: Board member/CEO signal importance of HRs in their communications: The Message from the CEO states: 'Too many people do not have their fundamental human rights protected, and many too often take this protection for granted. The safety, health and security of people involved in our business is a priority one for Equinor. This is emphasised by our 'Always Safe' strategic pillar, Code of Conduct and Human Rights Policy. Strong focus on compliance, transparency and responsible business conduct will be essential in our transition into a broad energy company. In 2022, we communicated our Just Transition plan, where we put human rights at the heart of our approach. Conditions for workers in our global supply chains have been a key priority in our human rights efforts in 2022. Particular attention has been paid towards fabrication and construction activities, where we, gradually, more proactively and often through worker dialogue, look for indications of forced labour and substandard practices. As a result, we have found examples of workers not being provided with the working and living conditions they are entitled to. Together with our suppliers, we have addressed these issues and managed to improve in many areas. But more is needed. I believe we need to further increase our efforts together - within our company and with others. Government support is essential to our efforts to promote respect for human rights. Regulatory developments, such as the newly adopted Transparency Act in Norway and proposed legislation within the EU, show how governments expect and require companies to further enhance their human rights efforts. New regulations, if introduced in a balanced way based on frameworks such as the UNGPs and OECD guidelines, create space for companies like Equinor to find solutions to our common challenges and create better outcomes for people'. [2022 Human Rights Statement, 2023: cdn.equinor.com] |
| A.2.2 | Board responsibility | 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: Process to review HRs strategy at board level: The 2021 Sustainability Report indicates: 'During 2021, the BoD [Board of Directors], BoD SSEC [Safety, Sustainability and Ethics Committee of the Board of Directors] and CEC [Corporate Executive Committee] have been engaged six times in total on human rights issues. In addition, human rights risks are brought forward as part of the enterprise risk updates and decision-making, when relevant'. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] • Met: Example of HRs issues/trends discussed in last reporting period: The 2021 Sustainability Report indicates: 'During 2021, the BoD [Board of Directors], BoD SSEC [Safety, Sustainability and Ethics Committee of the Board of Directors] and CEC [Corporate Executive Committee] have been engaged six times in total on human rights issues. [...] The HRSC discussed cases, set out supply chain due diligence priorities for 2021-2023, and engaged in deep dives on resettlement and indicators of forced labour. In addition, four business areas had human rights deep dives to establish specific priorities and an improvement agenda for the near term. This approach will be continued across the rest of the organization during 2022'. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets both requirements under score 1: See above • Not Met: Describes how affected stakeholders / HRs experts inform board discussions |
| A.2.3 | Incentives and performance management | 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: At least one board member incentive linked to HRs commitments: The 2021 Annual Report indicates that 'board members have an annual, fixed remuneration, except for deputy members (only elected for employee-elected board members) who receive remuneration per meeting attended. [...] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|-----------------------------------|------------------|--|
| | | | Remuneration for board membership is not linked to performance and no share or option programmes or similar structures are in place'. No evidence found that at least one board member has an incentive or performance management scheme linked to the company's human rights policy commitment(s) or strategy. [Annual Report 2021, 18/03/2022: cdn.equinor.com] <ul style="list-style-type: none"> • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public • Not Met: Review of other board incentives for coherence with HRs policies |
| A.2.4 | Business model strategy and risks | 0 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy for HRs risks • Not Met: Describes frequency and triggers for reviewing business model: The Sustainability report states that 'During 2021, the BoD [Board of Directors], BoD SSEC [Safety, Sustainability and Ethics Committee of the Board of Directors] and CEC [Corporate Executive Committee] have been engaged six times in total on human rights issues. In addition, human rights risks are brought forward as part of the enterprise risk updates and decision-making, when relevant'. However, it is not clear the triggers for reviewing its business model or strategy and potential impacts on human rights. [Annual Report 2021, 18/03/2022: cdn.equinor.com] Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions resulting from reviews |

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 | 1.5 | The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a: See A.1.2.a • Met: Senior responsibility for HRs implementation and decision making: The webpage section Our Approach to Human Rights indicates: 'The Executive Vice President (EVP) of SSU [Safety, Security and Sustainability] is the Chair of Equinor's Human Rights Steering Committee. This steering committee is mandated by our Corporate Executive Committee (CEC) to oversee and provide guidance to the implementation of Equinor's human rights policy and reports bi-annually to the Board of Directors Safety, Sustainability and Ethics Committee (BoD SSEC) on progress'. [Our approach to sustainability_web, N/A: equinor.com] Score 2 <ul style="list-style-type: none"> • Met: Describes day-to-day responsibility for implementing HRs commitments: The website also indicates that 'The responsibility for ensuring respect for human rights in our daily operations sits in the business line. The Corporate Sustainability team, within Safety, Security and Sustainability (SSU) is the corporate function responsible for developing implementation of our due diligence processes, capability building and reporting'. Members of the Human Rights Steering Committee [is mandated by our Corporate Executive Committee (CEC) to oversee and provide guidance to the implementation of Equinor's human rights policy and reports bi-annually to the Board of Directors Safety] are 'EVPs leading Exploration & Production International; Projects Drilling and Procurement; Marketing, Midstream and Processing; Renewables; Legal and Compliance; People and Leadership; and SVP Communication'. [Our approach to sustainability_web, N/A: equinor.com] • Met: Day-to-day resources and expertise allocation in own operations: The 2022 Human Rights Statement indicates: 'A Competence Centre holds a group of specialists that support the business line. Since its inception in 2021, we have already seen the need to grow this capacity to deliver against the needs of the business. Similarly, there are dedicated specialist resources in Equinor's legal department to assist both the business line and Corporate Climate and Sustainability function on human rights issues'. [2022 Human Rights Statement, 2023: cdn.equinor.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not Met: Resources and expertise allocation with EX BPs: The 2021 Sustainability Report indicates 'We make efforts to build and use leverage towards our suppliers or partners, including through senior level engagement, capacity building opportunities and access to third party expertise'. The 2022 Human Rights Statement adds: 'The functional ownership of human rights in Equinor sits within Corporate Climate and Sustainability, which is a part of the Equinor Safety, Security and Sustainability corporate function. Practically, this means that Corporate Climate and Sustainability is responsible for developing internal requirements, guidelines and tools for HRDD, support implementation throughout the business, perform capacity building and report internally and externally [...]. Similarly, the business line is responsible for acting on signal should it become aware of reasons to conduct further HRDD on activities which had previously not been prioritised. A Competence Centre holds a group of specialists that support the business line. Since its inception in 2021, we have already seen the need to grow this capacity to deliver against the needs of the business. Similarly, there are dedicated specialist resources in Equinor's legal department to assist both the business line and Corporate Climate and Sustainability function on human rights issues'. However, no evidence found of how it allocates resources and expertise for the day-to-day management of relevant human rights issues specifically within its business partners. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] & [2022 Human Rights Statement, 2023: cdn.equinor.com] |
| B.1.2 | Incentives and performance management | 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"> • Met: Senior manager incentives linked to HRs commitments: The 2021 Annual Report indicates that 'Key performance indicators for the chief executive officer for 2022. The business delivery dimension ("What") for the CEO's variable remuneration (performance year 2022) and base salary merit in 2023 will be based on an assessment against the following KPIs: Serious Incident Frequency: 0.4 or better; [...]'. [Annual Report 2021, 18/03/2022: cdn.equinor.com] • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S: No evidence found of health and safety performance indicators related to remuneration that include health and safety of local communities and workers of extractive business partners. [Annual Report 2021, 18/03/2022: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Performance criteria linked to HRs made public: As it is indicated above, the 2021 Annual Report indicates the Key performance indicators for the chief executive officer for 2022: 'The business delivery dimension ("What") for the CEO's variable remuneration (performance year 2022) and base salary merit in 2023 will be based on an assessment against the following KPIs: Serious Incident Frequency: 0.4 or better; [...]'. [Annual Report 2021, 18/03/2022: cdn.equinor.com] • Not Met: Review of other senior management incentives for coherence with HRs policies |
| B.1.3 | Integration with enterprise risk management | 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: HRs risks integrated as part of enterprise risk system: The Annual Report indicates that 'Equinor's risk management practice is based on an Enterprise Risk Management (ERM) framework where risk management is an integrated part of Equinor's business operations. This includes managing risk in relation to all of Equinor's activities to create value and avoid incidents, always with Equinor's best interest in mind. To achieve optimal solutions, and to provide for risk informed decision basis, the focus of the ERM approach is on: [...] managing of risk in compliance with Equinor's requirements with a strong focus on avoiding HSE, human rights and business integrity incidents (such as accidents, fraud and corruption)'. [Annual Report 2021, 18/03/2022: cdn.equinor.com] • Met: Provides an example: The report also describes some of the key risks to be addressed, among which appears Equinor's Code of Conduct and the Human Rights policy: 'Non-compliance with [...] applicable laws or failure to meet Equinor's ethical requirements, including the Human Rights policy, has the potential to expose Equinor to legal liability, lead to a loss of business, loss of investor confidence, damage our reputation and our social license to operate, as well as erode shareholder value. It could also lead to an adverse effect on the human rights of various right holders. Equinor is a global company with a presence and/or suppliers and other business partners in many parts of the world – including where corruption and bribery represents a high risk and where the human rights situation is challenging. [...] Similarly, failure to uphold our Human Rights policy may damage our reputation and social license to operate. Similarly, failure to identify or address potential adverse human rights impacts in line with our Human Rights policy, e.g., |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <p>in parts of our supply chains, could damage our reputation, and weaken our social license to operate'. [Annual Report 2021, 18/03/2022: cdn.equinor.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Risk assesment by Audit Committee or independent third party: The Company has provided comments to CHRB regarding this indicator, explaining how human rights is integrated into its enterprise risk management system, its human rights risk and management in general. However, this datapoint looks for a description of how it assesses the adequacy of the enterprise risk management system specifically in managing human rights during the Company's last reporting year. The assessment is expected to either be overseen by the Board Audit Committee or conducted by an independent third party. [2022 Human Rights Statement, 2023: cdn.equinor.com] |
| B.1.4.a | Communication /dissemination of policy commitment(s) to workers and external 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: Score of 1 on A.1.2.a: See A.1.2.a • Met: Communicates HRs policies to all workers in own operations: The webpage section Our Approach to Human Rights indicates: 'To strengthen our employees' understanding of their responsibility towards business and human rights, we have a company-wide e-learning course available to all. [...] Equinor actively promotes human rights training and awareness through classroom sessions, webinars, dilemma discussions and safety moments'. Local languages are assumed in training. [Our approach to sustainability_web, N/A: equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders: The Human rights statement indicates that 'Given the different types of business activities we have, engagements with potentially affected stakeholders may take place before we have finalised agreements with host authorities. Practicing stakeholder engagement in these situations can be challenging, and we often use trusted third parties with knowledge of local conditions and international standards, to support us. We might perform public consultations, surveys, interviews, one-to-one meetings or community panels to better understand concerns from members of local communities. IAs performed for Equinor operated assets are published and available on equinor.com. Once our projects are in operation, regular stakeholder engagement shall be handled by our asset management team. This can range from having community liaison officers working in community locations, to having office-located points of contacts assigned to community groups or municipalities. We seek to have multiple methods of contact to suit the situation, such as centralised local landline numbers, in-app communication messaging, email addresses, and where appropriate, operational-level grievance mechanisms'. However, it is not clear how it specifically communicates human rights policy commitments to affected stakeholders (business partners not included). [Our approach to sustainability_web, N/A: equinor.com] & [2022 Human Rights Statement, 2023: cdn.equinor.com] • Not Met: Example of how HRs policies are accessible for intended audience: The Company provided comments to CHRB, including the same explanation already introduced in previous subindicator. However, the subindicator looks for an example of how it ensures the form and frequency of the information [its policy commitments] communicated is accessible to its intended audience. [2022 Human Rights Statement, 2023: cdn.equinor.com] |
| B.1.4.b | Communication /dissemination of policy commitment(s) to business relationships | 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"> • Met: Meets ILO requirement for suppliers on A.1.2.a: See A1.2.a • Not Met: Describes steps to communicate HRs policies to EX BPs: The Company indicates that 'The operators of our licenses in Angola have at a policy level taken a stance on the importance of respect for human rights and processes for HRDD similar to those of Equinor; the human rights dialogue also is continuous with an openness to support multistakeholder actions on salient human rights issues for the oil & gas industry in Angola. Equinor's in country procurement is regarded as an opportunity by contractors and suppliers to improve their own performance in alignment with international human rights standards, however local suppliers have requested more relevant engagement and capacity building. We will continue to proactively engage with the operators of partner-operated licenses and contractors and suppliers'. However, this subindicator looks of a company-wide description of the steps it takes to communicate its human rights policy to extractive business partners. [2022 Human Rights Statement, 2023: cdn.equinor.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: The webpage section Our Approach to Human Rights indicates: 'Since 2019, Equinor has had a specific Human Rights Expectations of Suppliers Framework in place. The framework includes expectations of all current and new suppliers to Equinor, a guideline for how to meet the expectations, and specific human rights provisions in our contracts'. [Our approach to sustainability_web, N/A: equinor.com] • Not Met: Requires EX BPs to cascade contractual/binding HRs policies to their BPs |
| B.1.5 | Training on Human Rights | 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: Score of at least 1 on A.1.2.a: See A.1.2.a • Met: Describes how workers are trained on HRs policy commitments: The webpage section Our Approach to Human Rights indicates: 'To strengthen our employees' understanding of their responsibility towards business and human rights, we have a company-wide e-learning course available to all. [...] Equinor actively promotes human rights training and awareness through classroom sessions, webinars, dilemma discussions and safety moments'. [Our approach to sustainability_web, N/A: equinor.com] • Not Met: Trains relevant managers including security on HRs: The webpage section Our Approach to Human Rights indicates: 'Striving to ensure human rights is an integral part of senior leadership training is of particular focus'. The 2021 Sustainability Report discloses the number of 'Employees working with our suppliers trained (class room course)': 128 (2021). However, although the Company indicates that human rights training is part of senior leadership training and disclosed the number of employees working with suppliers that were trained on its human rights approach, no specific mention found of security personnel managers receive specific human rights training relevant to their role. The 2022 Human Rights Statement indicates: 'For those that have a role which interconnects to human rights and in high-risk environments, we consider the need for targeted training and dilemma discussions, as well as experience transfers'. However, although the Company indicates it considers the need for training in roles interconnecting to human rights and in high-risk environments, it is not clear it trains security personnel. This subindicator looks for explicit evidence that the Company trains all security personnel (employed or contracted) [Our approach to sustainability_web, N/A: equinor.com] & [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a • Not Met: Meets both requirements under score 1 • Not Met: Trains BPs to meet HRs commitments: The webpage section Our Approach to Human Rights indicates: 'To strengthen our employees' understanding of their responsibility towards business and human rights, we have a company-wide e-learning course available to all. This can also be used by partners and suppliers on request via the Equinor company point of contact'. However, although the Company indicates that it can make training available when requested, no evidence found of a general human rights training (policy commitments) conducted for business partners. The Company has provided comments to CHRB regarding this indicator in which it discloses a case study of remediation process and how the Company supported it. However, this subindicator looks for general human rights training (policy commitments) conducted for business partners, rather than an example of business partners training. [Our approach to sustainability_web, N/A: equinor.com] • Not Met: Discloses % suppliers trained |
| B.1.6 | Monitoring and corrective actions | 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"> • Met: Score of at least 1 on A.1.2.a: See A.1.2.a • Not Met: Monitors implementation of HRs policy commitments across global ops and EX BPs: The 2021 Sustainability Report indicates: 'We also include human rights clauses in significant agreements and contracts and follow up select suppliers on their performance through verifications and follow-up findings. In collaboration with specialist organisations Shift and Impactt, we have developed a performance framework built around four pillars: leadership and governance, risk management, partner and supplier maturity, and management of salient issues. A set of internal monitoring indicators will be implemented as a first step under this framework'. The Company has provided comments to CHRB regarding this indicator on how it monitors compliance within its supply chain. However, although the Company indicates monitoring takes place within its supply chain (business partners), it is not clear how it monitors the implementation of its human rights policy commitments across its global operations. The 2022 Human Rights Statement indicates: |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <p>Equinor's ERM system should be used during the life cycle of the risk. Against the originally documented risk, mitigating measures shall be documented and the risk re-evaluated for consequence and probability. This enables transparency and allows us to track the risk reduction process and understand the effectiveness of the mitigating measure applied. Importantly, we aim to only use credible sources to evaluate the outcome of actions taken to reduce risk. This could be that we speak with the affected stakeholders to understand their satisfaction, or that our own employees report progress. Tracking an organisation's overall human rights performance is a complex and challenging matter. As a first step towards the longer-term aim of having a fit-for-purpose human rights performance framework, we have developed four 'performance pillars' and piloted a set of internal monitoring indicators relevant to our key risks. This will guide the further work to identify meaningful performance indicators to track our human rights performance'. However, this seems to be a description of its system to track human rights mitigation measures and risk identification. This subindicator looks of how it monitors the implementation of its human rights policy commitments. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] & [2022 Human Rights Statement, 2023: cdn.equinor.com]</p> <ul style="list-style-type: none"> • Not Met: Discloses % of EX BP's monitored • Not Met: Describes how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See A.1.2.a • Not Met: Describes corrective actions process: The HRs Policy indicates that 'we will provide or cooperate, including with our suppliers and business partners, in providing appropriate remediation to individuals, workers and communities where we have caused or contributed to adverse human rights'. However, no description was found of the corrective action processes in place when non-compliances are found. The human rights statement discloses the remediation process and actions taken in the context of forced-labour related incompliances in South-East Asia: 'At the end of 2022, the task force had completed most of the remediation activities. This included a reimbursement of recruitment fees to migrant workers, hired by sub-contractors of our counterparty, to the value of approximately USD 1.5 million, of which Equinor volunteered to contribute half. The reimbursement was made to 1,308 out of 1,866 workers from five different nationalities employed at the site'. However, although the Company provides an example of corrective action, this subindicator looks for a description of its corrective action process, rather than an example. [Human Rights Policy, N/A: cdn.equinor.com] & [2022 Human Rights Statement, 2023: cdn.equinor.com] • Not Met: Discloses findings and number of correction action processes: The Company has provided comments to CHRB regarding this indicator explaining the actions taken to remedy incompliances found as a result of a Company-commissioned third-party expert assessment at a project site in South-East Asia. It discloses the number of workers that were reimbursement. However, this is a case study and this subindicator looks of the company-wide findings of its monitoring process as well as the total number of corrective action processes as a result of the monitoring. The Company discloses its human rights findings in its Sustainability Hub. However, the number of corrective action processes was not found. [2022 Human Rights Statement, 2023: cdn.equinor.com] & [Sustainability Data Hub_web, N/A: sustainability.equinor.com] |
| B.1.7 | Engaging and terminating business relationships | 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"> • Met: HRs performance affects selection EX BPs: The Company indicates on its website that 'Since 2019, Equinor has had a specific Human Rights Expectations of Suppliers Framework in place. The framework includes expectations of all current and new suppliers to Equinor, a guideline for how to meet the expectations, and specific human rights provisions in our contracts'. Also, 'Equinor performs a basic desktop human rights risk assessment for all contracts as part of our procurement process. The contract scope is screened for actual and potential human rights risks, and the supplier's approach towards their own workers and underlying supply chain is assessed. Risks, impacts and weaknesses in the supplier's system which are not improved before a contract is signed, but still considered tolerable and manageable with an agreed action plan, will be further followed up after signing. Human rights risks shall be documented, reported, and followed up in the Equinor risk management system in accordance with our corporate requirements'. This website and the website on supply chain refers to business partners. Therefore it is assumed that extractive business partners are included. [Our approach to sustainability_web, N/A: equinor.com] & [Becoming an Equinor supplier_web, N/A: equinor.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Not Met: HRs performance affects ongoing BPs relationships: The 2022 Annual Report indicates: 'We follow up with suppliers based on identified risk, including verifications, tracking of actions and ongoing dialogue. We expect all current and future suppliers to be familiar with and apply our general human rights expectations. We include specific human rights clauses in all our contracts, based on scope and location of delivery, which typically define the risk level. [...] We require all new suppliers to be screened for social criteria. In line with our approach to performing risk assessments in the early phases of our projects, we assessed 283 suppliers for social impacts in 2022. From this, 154 suppliers were identified as having significant gaps. 84% of these suppliers have through closing of gaps become qualified, while the rest of the suppliers are yet to complete their improvement plans. If we find that a supplier will not implement necessary improvements, the supplier will not be awarded a contract'. However, it is not clear how human rights performance is taken into account in the in decisions to renew, expand or terminate business relationships, including business partners. This subindicator looks for evidence of how, once they are already working for the Company, their human rights performance affects their relationship. [2022 Annual Report, 2023: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes positive HRs incentives for business relationships • Not Met: Works with EX BPs to meet HRs requirements: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material. This subindicator looks for evidence of how the Company proactively works with its business partners (not individual correction plans) to help them meet the Company's requirements (i.e. workshops, provision of means and/or materials, etc.) [2022 Human Rights Statement, 2023: cdn.equinor.com] |
| B.1.8 | Approach to engagement with affected 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: Describes how workers and communities identified and engaged in the last two years: Regarding stakeholder engagement, the 2021 Sustainability Report states that 'we actively engage with internal and external stakeholders and experts to enrich and challenge our sustainability priorities. Throughout 2021, we have engaged with numerous stakeholders including [...] business partners and suppliers, [...] local communities, [...] non-governmental organisations. Stakeholders are consulted directly and indirectly and we strive to reduce potential language, social and geographical barriers. The Chair of the Board of Directors (BoD), the CEO and senior managers, amongst others, engage extensively in stakeholder dialogue'. The webpage section Our Approach to Human Rights adds: 'Using a set of risk assessment processes, we develop stakeholder mapping and strive for collaboration with local representatives to help us understand the topics that communities are interested in discussing. Practices recommended in international guidelines and standards support our approach to consultation, which has ranged from council meetings with tribal elders in New Zealand to larger scale townhall tours where we have made topical experts available to the communities in Australia. Routinely using public consultations, surveys, interviews, one-to-one meetings and community panels to better understand the expectations from local communities is an important process to ensure our commitment the Rights of Indigenous Peoples'. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] & [Our approach to sustainability_web, N/A: equinor.com] • Met: Provides two examples of engagement with stakeholders: The webpage section Our Approach to Human Rights adds: 'Practices recommended in international guidelines and standards support our approach to consultation, which has ranged from council meetings with tribal elders in New Zealand to larger scale townhall tours where we have made topical experts available to the communities in Australia'. It also discloses some human rights cases and examples: 'In one of our construction projects we have, together with our external expert Impactt, piloted a way of integrating human rights topics into the Toolbox Talks. Toolbox Talks is a widely used worker engagement programme that encourages foreman-worker dialogue related to the tasks of the day and to highlight any safety concerns in a bid to mitigate potential risks. Over a period of 8 weeks, various human rights topics were explored with safety in mind focused on motivating workers to stay safe and on reminding the workers of the human factors needed to create safe, respectful workplaces'. Moreover, 'The pandemic limited our access to construction sites. Together with our external partner Impactt, we explored new ways of conducting onsite assessments and worker interviews remotely. A new protocol was developed and, we have found they've been effective. The situation for many migrant workers has become increasingly challenging due to the pandemic. This is true for workers in many of the large dormitories in South East Asia. Giving workers |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <p>a voice during the pandemic lockdown has given them a forum to express their worries and concerns. The workers were able to set the time and place for contact to take place which meant a limited risk of interference which in turn built the required trust for workers to feel safe and speak more freely. As one worker commented, "I feel tense as 3 of my room mates tested positive for COVID 19 and the government is delaying the rollout of tests for us. We are unsure whether any more people in my room are infected, even me!". [Our approach to sustainability_web, N/A: equinor.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues • Not Met: Describes how stakeholders views influenced company's HRs approach: In the case of the worker engagement during Covid-19, the webpage section Our Approach to Human Right indicates: 'These direct conversations with workers have allowed us to keep the momentum on important ongoing assurance work and to keep risks on our radar. We have focused on understanding the workers' well-being in dormitories during lockdown and on improving accommodation conditions'. However, it is not clear how these views have influenced the development or monitoring of its human rights approach. The Company has provided comments to CHRB regarding this indicator on how it handles grievances in its supply chain. However, this subindicator looks for a description of how stakeholders views on human rights issues have influenced the development or monitoring of its human rights approach. No further evidence found. [Our approach to sustainability_web, N/A: equinor.com] |

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

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| B.2.1 | Identifying human rights risks and impacts | 1.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes process of identifying risks in own operations: The Company indicates that 'Proactive consultation with the stakeholders where we plan activities is an essential part of our project development and impact assessment processes. We submitted five impact assessments to local authorities for consent during 2021. [...] Based on an assessment of risk, and in partnership with specialist human rights organisations, we have conducted project-based human rights due diligence in seven countries during 2021'. Moreover, 'The impact assessment process informs the overall risk management process in projects and is based on the national requirements of the countries in which we operate, and in guidance set out in international standards such as the International Finance Corporation (IFC) Environmental and Social Performance Standards. Disclosure of information and an open dialogue with relevant authorities, potentially affected communities and other stakeholders are key elements in the impact assessment process'. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] • Met: Describes process for identifying risks in EX BPs: The website Our Approach to Human Rights indicates: 'Equinor's Human Rights Policy ('Policy') sets out our commitment to perform human rights due diligence consistent with the United Nations Guiding Principles on Business and Human Rights (UNGPs). Human rights due diligence is an ongoing risk-based process including identifying, avoiding/preventing, mitigating and accounting for adverse human rights impacts occurring when products or services are being produced, directly or indirectly, for Equinor. The Equinor supply chain universe is vast due to the sheer number of involved parties. [...]. All these companies are delivering products and services towards an end-product ultimately delivered to Equinor, and the many workers involved are therefore all part of Equinor's human rights scope. [...] Equinor performs a basic desktop human rights risk assessment for all contracts as part of our procurement process. The contract scope is screened for actual and potential human rights risks, and the supplier's approach towards their own workers and underlying supply chain is assessed. Risks, impacts and weaknesses in the supplier's system which are not improved before a contract is signed, but still considered tolerable and manageable with an agreed action plan, will be further followed up after signing'. The webpage section Impact Assessment remarks: 'In joint ventures and in partner operated projects, we endeavour to promote Equinor's principles for impact assessment as a tool for managing environmental and social impacts in project performance'. Although the Company is not making explicit that this includes business partners and not only suppliers of goods, it is assumed that they are as the Company refers to 'all contracts' and the website on human rights and the website on supply chain refers to business partners. [Our approach to sustainability_web, N/A: equinor.com] & [Impact assessments_web, N/A: equinor.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes global risk identification system incl. stakeholder consultation: The webpage section Our Approach to Human Rights indicates: 'Risk management is an integrated part of all our business processes and decisions. Equinor has developed an integrated human rights risk assessment tool allowing us to evaluate risk to people in all operations and supply chain activities. [...] Our management system allows the human rights, country entry and supply chain risk assessments to be evaluated alongside our Impact Assessments and in conjunction with key milestones within our Capital Value Process'. The 2021 Sustainability Report adds 'Proactive consultation with the stakeholders where we plan activities is an essential part of our project development and impact assessment processes'. As for the Company's suppliers, the webpage section Our Approach to Human Rights remarks: 'In collaboration with Impactct we have been developing our approach to supplier assessments in high risk areas, focusing on direct engagement with the supply chain workforce, where the workers voice is at the core. [...] with the assistance of external human rights expertise and through a holistic assessment, have defined the Equinor supply chain due diligence priorities for the period of 2021-2023'. The webpage section Impact Assessment remarks: 'In joint ventures and in partner operated projects, we endeavour to promote Equinor's principles for impact assessment as a tool for managing environmental and social impacts in project performance'. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] & [Our approach to sustainability_web, N/A: equinor.com] • Met: Describes how risk identification system is triggered by new circumstances: The 2021 Sustainability Report indicates: 'As part of environmental and social impact assessments for new operated assets, potential human rights risks and impacts are identified'. As stated above, 'Our management system allows the human rights, country entry and supply chain risk assessments to be evaluated alongside our Impact Assessments and in conjunction with key milestones within our Capital Value Process' [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] & [Our approach to sustainability_web, N/A: equinor.com] • Not Met: Describes risks identified in relation to new circumstances |
| B.2.2 | Assessing human rights risks and impacts | 2 | <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: Describes assessment process and discloses salient HRs risks: The webpage section Our Approach to Human Rights indicates: 'Risk management is an integrated part of all our business processes and decisions. Equinor has developed an integrated human rights risk assessment tool allowing us to evaluate risk to people in all operations and supply chain activities. [...] Our management system allows the human rights, country entry and supply chain risk assessments to be evaluated alongside our Impact Assessments and in conjunction with key milestones within our Capital Value Process'. The 2022 Human Rights Statement indicates: 'we define generic and specific human rights priorities for different parts of our business. A generic priority could be a type of activity that generally carries high risk and as such should as default be subject to deeper HRDD, while a specific priority could be a project, asset or supplier with known or potential high risk. [...] When deciding where to focus, the concept of scale, scope and irremediability (severity) is applied. [...] To further prioritise our proactive HRDD efforts, we consider the following: Whether a product is standard or industry specific, the degree of impact Equinor has on the technical specification of the product or service delivered by a supplier, the duration of the relationship, whether the activity is managed by us or a partner, where in the value chain the activity is performed, whether we own, lease, rent or utilise a plant etc. [...] How deep and often an asset or unit assesses its human rights risks will depend on several factors, such as: the complexity of business operations, supply chain and other business relations, the severity of risks, and the nature and context of planned operations. [...] We also seek to understand the context of the risk, looking into risk-factors and risk-drivers, for example: Operating context: national laws and their enforcement, access to justice, systemic social practices impacting human rights, inequality. Asset activities: any land acquisition, resettlement, competition for natural resources, activities triggering unsafe or unhealthy working environment. Vulnerable groups: whether any indigenous peoples, un- or low-skilled or migrant labour, women or children are at risk. Internal management [...]. Business relations: level of visibility into potentially high-risk relationships, business relations in possible conflict with stakeholders. Potential impacts are categorised by severity, likelihood, and number of potentially affected people, to give us an evaluated impact risk level'. [Our approach to sustainability_web, N/A: equinor.com] & [2022 Human Rights Statement, 2023: cdn.equinor.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <ul style="list-style-type: none"> • Met: Describes how process applies to EX BPs: The webpage section Our Approach to Human Rights indicates: 'Equinor performs a basic desktop human rights risk assessment for all contracts as part of our procurement process. The contract scope is screened for actual and potential human rights risks, and the supplier's approach towards their own workers and underlying supply chain is assessed. Risks, impacts and weaknesses in the supplier's system which are not improved before a contract is signed, but still considered tolerable and manageable with an agreed action plan, will be further followed up after signing. Human rights risks shall be documented, reported, and followed up in the Equinor risk management system in accordance with our corporate requirements. [...] we have therefore decided to focus our deeper engagement around specific priorities, supported by good practice. [...] When deciding where to focus our efforts we have considered: Risk to People – Where are the workers most at risk, how severe is the potential impact and how many might be impacted? People in this context is defined as supply chain workers, regardless of where in the supply chain. Vulnerable groups include low-skilled or unskilled workers and migrant workers. Connection to Equinor [...]. Using this methodology, Equinor has defined specific priorities for supply chain human rights due diligence for the period 2021-2023: Construction of fixed and floating oil and gas installations Solar cells and wind turbine generators; Marine operations and installation of facilities for offshore wind and oil & gas projects; Integrated drilling and well services; Services to onshore and offshore producing assets in Norway involving foreign personnel; IT and business support services delivered to Equinor from supplier offices; Security, catering and cleaning services to select Equinor offices based on known risk'. [Our approach to sustainability_web, N/A: equinor.com] • Met: Public disclosure of results of HRs risk assessment: The webpage section Our Approach to Human Rights indicates: 'Our salient human rights issues are our main priorities as identified in our Policy. Our efforts in our supply chain build on these by focusing on opposing forced labour and child labour, non-discrimination, and safe and healthy working conditions for workers'. [Our approach to sustainability_web, N/A: equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1: See above. • Met: Describes how assessment involved affected stakeholders: The 2022 Human Rights Statement indicates: 'Engaging with potentially and actually affected people, typically through the Impact Assessment (IA) process where we map stakeholders and seek their inputs, is an integrated part of our model for planning and execution'. It expands on different types of engagement with potentially affected stakeholder, before the beginning of the project and during its execution. The 2022 Annual Report adds: 'To understand risks related to our activities, we perform environmental and social impact assessments. These are an essential part of our project development process and allow for proactive consultation with stakeholders to inform our understanding of community impacts. This includes addressing potential impacts on indigenous peoples, which continue to be a priority'. [2022 Human Rights Statement, 2023: cdn.equinor.com] & [2022 Annual Report, 2023: cdn.equinor.com] |
| B.2.3 | Integrating and acting on human rights risks and impact assessments | 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: Describes system to prevent, mitigate and remediate HRs issues: The 2022 Human Rights Statement indicates: 'We apply the UNGPs concept of cause, contribution and linkage to determine what actions we should take for each priority.[...] As risks are identified, measures to avoid or effectively mitigate these can be explored to inform decision making as the business case moves towards the next milestone. [...] Actions to address remaining risks once a project is sanctioned or a deal is closed should be included in project execution or asset follow up plans'. The 2022 Annual Report adds: 'Equinor's human rights policy applies to all our activities. In accordance with the company's risk management system, we identify adverse human rights risks and impacts, and work to prevent, mitigate or remediate as relevant to each situation'. [2022 Human Rights Statement, 2023: cdn.equinor.com] & [2022 Annual Report, 2023: cdn.equinor.com] • Met: Describes how global system applies to EX BPs: According to the webpage section Our Approach to Human Rights, for the prioritised areas 'our human rights approach extends beyond basic qualification procedures and contractual requirements and will be supported by internal and external expertise. Typical activities of this extended approach could include: Senior level management dialogue; Supply chain mapping and traceability to verify whether known risk factors are present; On site assessments and worker engagement; Capacity building and support to suppliers and sub-suppliers in implementing processes and |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | | | <p>practices to strengthen workers’ rights; Joint initiatives between suppliers or with peers to address common issues; Developing specific indicators to track performance’. [Our approach to sustainability_web, N/A: equinor.com]</p> <ul style="list-style-type: none"> • Met: Example of actions decided on at least 1 salient HRs issue: The 2022 Human Rights Statement indicates: ‘Equinor joined the Mendubim solar project in Brazil at the concept planning stage and initiated a human rights review to align the management of key risks in collaboration with Scatec, as well as to incorporate the learning for future projects in Brazil with similar joint venture set up. Site selection had already been completed through the acquisition of a parcel of private land occupied by the owner and two caretaker families. Equinor was therefore attentive to ensuring the resettlement process not only was in line with international best practices but also was respectful of the human rights of the two vulnerable families living and working in the site without rights to the land or formal contracts. After extensive dialogue with the Equinor-appointed Community Liaison Officers, the resettlement was completed for both families, who now have taken legal ownership of their new property, including land allocation for one family to continue farming activities. Whilst no finding from the review required immediate action, potential risks of adverse impacts were identified, including poor/unfair working conditions for onsite contracted workers and in the supply chain, and absence of a project-level grievance mechanism for local workers. Resultingly, a review of the complete grievance process was undertaken. This was supported by raising awareness to workers about their rights, employment terms, and possibility to raise concerns using the local grievance mechanisms. Engagement continues with local rightsholders regarding their rights and tools for engagement with the project’. [2022 Human Rights Statement, 2023: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1: See above. • Not Met: Describes how stakeholders involved in decisions about actions taken: The 2022 Annual Report indicates: ‘Through our joint activities to develop a solar park with Scatec in Northern Brazil, we resettled two families who were previously living and working in a location with no rights to the land or formal work contracts. Through strong Equinor-led stakeholder engagement and compliance with International Finance Corporation (IFC) standards and our human rights policy, both families have taken legal ownership of their new property, including land allocation for one family who wanted to continue farming’. However, this subindicator looks for a description of its system of how it involves affected stakeholders in decisions about the actions to take in response to its salient human rights issues, rather than an example. [2022 Annual Report, 2023: cdn.equinor.com] |
| B.2.4 | Tracking the effectiveness of actions to respond to human rights risks and impacts | 1.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes system for evaluation effectiveness of actions: The 2022 Human Rights Statement indicates: ‘Actions to address remaining risks once a project is sanctioned or a deal is closed should be included in project execution or asset follow up plans. Where we have identified a risk of a supplier not meeting our standards, we seek to define actions in collaboration with the supplier, often supported by a third-party expert, and in accordance with our internal guidelines. The action plan can where possible form part of the contract, and follow-up procedures are sought included in internal project follow up plans. Often, we perform on-site verifications to confirm that actions have been taken and outcomes of these have been effective. The risk level should not be reduced unless the mitigating action has proven effective. [...] Equinor’s ERM system should be used during the life cycle of the risk. Against the originally documented risk, mitigating measures shall be documented and the risk re-evaluated for consequence and probability. This enables transparency and allows us to track the risk reduction process and understand the effectiveness of the mitigating measure applied. Importantly, we aim to only use credible sources to evaluate the outcome of actions taken to reduce risk. This could be that we speak with the affected stakeholders to understand their satisfaction, or that our own employees report progress. Tracking an organisation’s overall human rights performance is a complex and challenging matter. As a first step towards the longer-term aim of having a fit-for-purpose human rights performance framework, we have developed four ‘performance pillars’ and piloted a set of internal monitoring indicators relevant to our key risks’. [2022 Human Rights Statement, 2023: cdn.equinor.com] • Not Met: Example of lessons learned from evaluation effectiveness of actions: The Human rights statement discloses a summary of human rights work undertaken in 2022, supported by select cases underpinning how it applies requirements in specific situations, and information about main risks and adverse |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---------------------------------------|------------------|---|
| | | | <p>impacts identified and addressed through our HRDD efforts. However, this subindicator looks for an example of the lessons learned while tracking the effectiveness of its actions on at least one of its salient human rights issues as a result of its due diligence process. [2022 Human Rights Statement, 2023: cdn.equinor.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Met: Involves stakeholders in evaluation effectiveness of actions: As indicated above: 'we aim to only use credible sources to evaluate the outcome of actions taken to reduce risk. This could be that we speak with the affected stakeholders to understand their satisfaction, or that our own employees report progress'. [2022 Human Rights Statement, 2023: cdn.equinor.com] |
| B.2.5 | Communicating on human rights impacts | 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: Provides two examples of comms with stakeholders: The 2022 Human Rights Statement indicates: 'Over the last two years some stakeholders have challenged Equinor's activities in Argentina – either from a local community perspective related to our onshore activities, or from a climate change and environmental perspective related to the offshore activities. Equinor takes these concerns seriously and consequently has stepped up engagement with local communities and local stakeholders, including by adopting a proactive stakeholder engagement approach to overcome the limitations created by COVID-19 for company-led engagement and authorities-led consultation related to Environmental Impact Assessment'. The Company has provided comments to CHRB regarding this indicator, involving human rights related actions taken in 2022. However, this subindicator looks for evidence of how the Company has responded, in terms of communication, to specific concerns raised in relation to a particular issue. The examples should demonstrate how it communicates with affected stakeholders regarding specific human rights impacts raised by them or on their behalf. The Company is expected to provide two examples. [2022 Human Rights Statement, 2023: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes challenges to effective comms and how it is working to address them |

C. Remedies and Grievance Mechanisms (20% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|------------------------------------|------------------|--|
| C.1 | Grievance mechanism(s) for workers | 1.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all workers: The Code of Conduct states that 'Timely and meaningful engagement with potentially affected stakeholders, including through appropriate and effective grievance mechanisms, is a central element of our commitment to assess actual and potential human rights impacts linked to our activities or business relationships'. The Ethics Helpline website states: 'we continuously encourage and remind our employees and any external third party that interact with us, to raise concerns or report any suspected or potential breach of law or company policies. As an employee of Equinor, you are encouraged to report concerns immediately to either your superior, the superior's superior or any relevant internal entity whose duty is to follow up such matters. If you are uncomfortable using these regular channels the concern can be reported to Equinor's Ethics Helpline'. Once the reporting process is started, human rights appears as one of the items included in the mechanism. [Code of Conduct v.6, 2023: cdn.equinor.com] & [Ethics Helpline, N/A: secure.ethicspoint.eu] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and workers made aware: The webpage section Our Approach to Human Rights indicates: 'To strengthen our employees' understanding of their responsibility towards business and human rights, we have a company-wide e-learning course available to all. [...] Equinor actively promotes human rights training and awareness through classroom sessions, webinars, dilemma discussions and safety moments'. Moreover, the webpage section Ethics Helpline is available in six languages. However, according to the Company's website it has also presence in China, India, and other countries, which languages do not seem to be covered. [Our approach to sustainability_web, N/A: equinor.com] & [Ethics Helpline, N/A: secure.ethicspoint.eu] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|--|
| | | | <ul style="list-style-type: none"> • Met: Describes how workers in EX BPs access grievance mechanism: The Company's Human Rights Expectation of Suppliers indicates: 'Equinor will provide or cooperate in providing appropriate remediation, including, where relevant, through effective grievance mechanisms, where we have caused or contributed to adverse human rights impacts'. Moreover, the Ethics Helpline website states: 'we continuously encourage and remind our employees and any external third party that interact with us, to raise concerns or report any suspected or potential breach of law or company policies'. [Human Rights Expectations for Suppliers V1.0, 01/2019: cdn.equinor.com] • Not Met: Expects EX BPs to convey expectation to their BPs: The 2022 Human Rights Statement indicates: 'To address human rights concerns in our own operations, we typically implement community-based grievance mechanisms (CGM). Where we are not operator, we expect an equivalent grievance system to be in place by our business partner'. However, it is not clear the Company expects its business partners to convey the same expectation on access to grievance mechanism(s) to their own suppliers in relation to workers. [2022 Human Rights Statement, 2023: cdn.equinor.com] |
| C.2 | Grievance mechanism(s) for external individuals and communities | 1.5 | <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all external individuals and communities: The webpage section Our Approach to Human Rights indicates: 'In larger operations we have implemented community-based grievance mechanisms'. Moreover, the webpage section Ethics Helpline states: 'Equinor holds itself out as an ethical company with high standards of business conduct. To underline this commitment, we continuously encourage and remind our employees and any external third party that interact with us, to raise concerns or report any suspected or potential breach of law or company policies'. Once the reporting process is started, human rights appears as one of the items included in the mechanism. [Our approach to sustainability_web, N/A: equinor.com] & [Ethics Helpline, N/A: secure.ethicspoint.eu] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: The webpage section Ethics Helpline is available in six languages. However, it is not clear it is available in all local languages. Moreover, it is not clear if all affected external stakeholders at its own operations are aware of it. The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Ethics Helpline, N/A: secure.ethicspoint.eu] • Met: Describes how external individuals/communities access grievance mechanism: The 2022 Human Rights Statement indicates: 'To address human rights concerns in our own operations, we typically implement community-based grievance mechanisms (CGM). Where we are not operator, we expect an equivalent grievance system to be in place by our business partner'. [2022 Human Rights Statement, 2023: cdn.equinor.com] • Not Met: Expects EX BPs to convey expectation to their BPs |
| C.3 | Users are involved in the design and performance of the mechanism(s) | 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 users engaged on design and performance • Not Met: Provides user engagement examples (at least two) on design and performance <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on improvement of mechanism • Not Met: Provides user engagement examples (at least two) on improvement |
| C.4 | Procedures related to the mechanism(s) are equitable, 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: Describes procedure and timescales for managing complaints or concerns: The 2022 Human Rights Statement indicates: 'The supplier shall be informed within 24 hours of a message being received if the request is considered high-risk. Worker(s) are informed via the operator about the actions taken by the supplier'. However, no further information on timescales for addressing the complaints and for informing the complainant was found. [2022 Human Rights Statement, 2023: cdn.equinor.com] • Not Met: Describes technical, financial, advisory support to enable equal access <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Describes escalation to senior levels / independent adjudicators |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|--|
| C.5 | Prohibition of retaliation for raising complaints or concerns | 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: Public statement prohibiting retaliation against workers/stakeholders: Regarding its Community grievance mechanisms, the Company indicates that 'In line with the Code of Conduct Equinor will not tolerate any form of recrimination or retaliation to those who raise a concern with us'. [Our approach to sustainability_web, N/A: equinor.com] • Met: Describes practical measures to prevent retaliation: Regarding the Ethics Helpline, the webpage section Respecting Human Rights indicates: 'All information provided into this helpline is confidential and anonymous'. [Respecting human rights_web, N/A: equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence • Not Met: Expects EX BPs to prohibit retaliation against workers/stakeholders |
| C.6 | Company involvement with state-based judicial and non-judicial grievance mechanisms | 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: Complainants not asked to waive legal rights: The Company's Human Rights Policy indicates: 'We will not obstruct affected stakeholders' access to other remedies or channels for remedies'. However, it is not clear it does not require affected individuals or communities participating in a grievance process to permanently waive their legal rights to bring a claim through a judicial or non-judicial process as a condition of participating in the grievance process. The Company has a comment to this indicator but no material evidence was found. [Human Rights Policy, N/A: cdn.equinor.com] • Not Met: Does not require confidentiality provisions <p>Score 2</p> <ul style="list-style-type: none"> • Met: Cooperates with state based non judicial mechanisms: The webpage section Our Approach to Human Rights indicates: 'Equinor will cooperate, as appropriate, with other non-judicial and judicial remedy processes, such as the OECD National Contact Points and Ombudsman offices, as well as providing the applicable regulatory and legal processes for grievance handling and access to remedy'. [Our approach to sustainability_web, N/A: equinor.com] • Not Met: Example of issue resolved (if applicable): The webpage section Our Approach to Human Rights indicates: 'Long-standing community based non-judicial grievance mechanisms are accessible at our operations in Tanzania and Brazil, which have been adapted from the IPIECA tool kit and applied in line with IFC standards'. However, no examples of issue solved was found. [Our approach to sustainability_web, N/A: equinor.com] |
| C.7 | Remedying adverse impacts | 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: Describes approach taken to remedy adverse HRs impacts: The Company indicates it has commissioned third-party expert assessment at a project site in South-East Asia: 'The assessment confirmed the presence, at different intensity levels, of 9 ILO Forced Labour indicators'. It adds: 'At the end of 2022, the task force had completed most of the remediation activities. This included a reimbursement of recruitment fees to migrant workers, hired by sub-contractors of our counterparty, to the value of approximately USD 1.5 million, of which Equinor volunteered to contribute half. The reimbursement was made to 1,308 out of 1,866 workers from five different nationalities employed at the site'. [2022 Human Rights Statement, 2023: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes changes to systems, processes and practices to prevent future impacts • Not Met: Describes approach to monitoring/implementing agreed remedy • Not Met: Describes approach to learning from incidents if no adverse impacts identified: The Company has provided comments to CHRB regarding this indicator where it explains how it manages its grievance mechanism. However, this subindicator looks for a description of the approach it would take to review and change systems, processes or practices to prevent similar adverse impacts in the future. No further evidence found. [2022 Human Rights Statement, 2023: cdn.equinor.com] |
| C.8 | Communication on the effectiveness of grievance mechanism(s) and | 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: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The 2021 GRI Report indicates: 'Nine reports with allegations of discrimination. All reports assessed, seven concluded that allegations were not substantiated, one report not concluded. One report concluded with discriminatory personal behaviour of contractor, corrective action taken'. The 2022 Annual Report |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
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| | incorporating lessons learned | | <p>indicates: 'No potential or actual adverse impacts of indigenous peoples' rights were identified during 2022. Across our operated assets, Equinor received no eligible grievances according to our internal procedures. Issues raised which are deemed ineligible include, for example, requests for donations, sponsorships, jobs, and requests for information about collaborating or partnering with Equinor in various projects'. However, no further information found including the number of grievances about human rights issues [beyond discrimination and Indigenous Peoples' rights] filed, addressed or resolved and outcomes achieved for stakeholders affected. [2021 GRI, 2022: cdn.equinor.com] & [2022 Annual Report, 2023: cdn.equinor.com]</p> <ul style="list-style-type: none"> • Not Met: Example of how lessons from mechanism improved HRs management system <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders |

D. Performance: Company Human Rights Practices (25% of Total)

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|--|
| D.3.1 | Living wage (in own extractive operations, which includes JVs) | 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"> • Met: Pays living wage or sets time-bound target: The 2022 Human Rights Statement indicates: 'Equinor is committed to providing reasonable and competitive compensation and benefits to our employees in all locations. During 2022 we partnered with The Fair Wage Network, a recognised specialist in this field, to undertake an extensive review of our employees' compensation against living wage benchmarks. Our analysis, carried out using the Anker Methodology, shows that Equinor has no employees globally below any applicable minimum wage or within 10% of the living wages threshold. The analysis was carried out on base salaries alone and did not include compensation items such as variable pay, allowances, or other benefits. Accordingly, we are confident that all our employees are paid a wage which meets the accepted definitions of the living wage'. [2022 Human Rights Statement, 2023: cdn.equinor.com] • Not Met: Describes how living wage determined: As indicated above: 'During 2022 we partnered with The Fair Wage Network, a recognised specialist in this field, to undertake an extensive review of our employees' compensation against living wage benchmarks. Our analysis, carried out using the Anker Methodology. [...] The analysis was carried out on base salaries alone and did not include compensation items such as variable pay, allowances, or other benefits'. However, it is not clear the process to determine a living wage for the regions where it operates includes involvement of relevant trade unions [or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law]. [2022 Human Rights Statement, 2023: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Achieved paying living wage: The 2022 Human Rights Statement indicates: 'Equinor is committed to providing reasonable and competitive compensation and benefits to our employees in all locations. During 2022 we partnered with The Fair Wage Network, a recognised specialist in this field, to undertake an extensive review of our employees' compensation against living wage benchmarks. Our analysis, carried out using the Anker Methodology, shows that Equinor has no employees globally below any applicable minimum wage or within 10% of the living wages threshold. The analysis was carried out on base salaries alone and did not include compensation items such as variable pay, allowances, or other benefits. Accordingly, we are confident that all our employees are paid a wage which meets the accepted definitions of the living wage'. [2022 Human Rights Statement, 2023: cdn.equinor.com] • Not Met: Reviews definition living wage with unions |
| D.3.2 | Transparency and accountability (in own extractive operations, which includes JVs) | 2 | <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 is a Member of EITI: 'Equinor is a member of the international EITI Board since 2009'. [EITI Equinor, N/A: eti.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Reports taxes and revenue by country: In its Payments to Governments Report 2021, it discloses payments per countries, payments per projects, revenues, licenses, projects, taxes paid, etc. in the countries where it operates. [2021 Payments to governments report, 2022: cdn.equinor.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|--|
| D.3.3 | Freedom of association and collective bargaining (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: Measures to prohibit violence/retaliation against workers for joining trade union: The Human rights policy includes commitments to respect freedom of association and collective bargaining. The 2021 Sustainability Report adds: 'In Equinor we continuously involve our people in the development of the company. This includes internal cross-functional collaboration and liaising with union representatives, and safety delegates according to local law, regulation and practice. [...] We respect employees' rights to organise and their opportunity to bring forward their opinions, we have the same clear expectation of our suppliers and partners'. However, it is not clear the measures the Company puts in place to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise the right to form and join a trade union of their choice (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). [Human Rights Policy, N/A: cdn.equinor.com] & [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] • Not Met: Discloses % of total direct operations covered by CB agreements <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 |
| D.3.4 | Health and safety: Fatalities, lost days, injury, occupational disease rates (in own extractive operations, which includes JVs) | 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"> • Met: Describes process to identify H&S risks and impacts: The 2022 Annual Report indicates: 'Human and organisational performance (HOP) principles underpin the way in which we develop a proactive and visible safety culture. The HOP approach provides guidance on how people, technology, organisations and processes interact as a system, and how these conditions can influence the causes of human errors. HOP is implemented in leadership training across the company, and HOP focal points were established and trained in 2022 to support the roll-out and training. [...] Health and working environment is an integral part of our efforts to safeguard people. We focus on risk management and systematic monitoring of work-related illness related to factors such as chemicals, noise, ergonomic workplace, and psychosocial aspects. In addition to monthly reviews of registered cases, we capture information from employees through our Global People Survey (GPS), which includes questions related to psychosocial and mental health risk factors'. [2022 Annual Report, 2023: cdn.equinor.com] • Met: Discloses injury rate or lost days for last reporting period: The 2021 Sustainability Report indicates the Total Recordable Injury Frequency for 2021: 2.4. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] • Met: Discloses fatalities for last reporting period: The 2021 Sustainability Report indicates 'Equinor experienced a tragic fatality on one of our chartered tankers when a cadet was found dead in the harbour basin after the ship had left the port near Houston'. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] • Not Met: Discloses occupational disease rate for last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Set targets for H&S performance: The 2021 Sustainability Report indicates: 'Our vision is zero harm, which is supported by one of our three strategic pillars "Always Safe". [...] Our "I am safety roadmap 2025" sets our targets for safety performance. It outlines prioritised activities within four categories across the company: safety visibility, leadership and behaviour; learning and follow up, and safety indicators'. The 2022 Annual Report discloses its health and safety targets for the year 2022. Total Recordable Injury Frequency (TRIF): ≤2.2; Serious Incident Frequency (SIF): ≤0.4. However, no information on targets related to fatalities and occupational disease rates for the last reporting period found. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] & [2022 Annual Report, 2023: cdn.equinor.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|--|
| | | | <ul style="list-style-type: none"> • Met: Met targets or explains why not or actions to improve H&S management systems: The 2022 Annual Report notes: 'Based on learning from incidents, a framework for major accident prevention was developed in 2021. The framework set a structure based on recognised industry practice for high-risk industries. The framework for major accident prevention relies on leadership, culture and organisational frame conditions, safe design and practices and safety barriers. Human and organisational performance principles are embedded in the framework. During 2022, the framework for major accident prevention was implemented globally'. The Report expands on the Framework, including information on: Leadership culture and organisational frame conditions, Safe practices and design and Safety barriers. Also: 'The I am safety roadmap sets the direction for Equinor's safety improvement. It guides the safety work and outlines prioritised activities throughout the company across four categories: safety visibility, leadership and behaviour, learning and follow up, and safety indicators. [2022 Annual Report, 2023: cdn.equinor.com] |
| D.3.5 | Indigenous peoples' rights and free prior and informed consent (FPIC) (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: Process to identify/recognise indigenous rights holders: The webpage section Our Approach to Human Rights indicates: 'Routinely using public consultations, surveys, interviews, one-to-one meetings and community panels to better understand the expectations from local communities is an important process to ensure our commitment the Rights of Indigenous Peoples'. However, it is not clear the process the Company has in place to identify and recognise affected indigenous peoples. [Our approach to sustainability_web, N/A: equinor.com] • Not Met: Describes how indigenous communities are engage during assessment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to FPIC • Not Met: Recent example of obtaining FPIC or not pursuing indigenous people's land/resources |
| D.3.6 | Land rights: Land acquisition (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: Describes approach to indentifying lang tenure rights holders and negotiating compensation <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes approach to compensation including valuation: The 2021 Sustainability Report indicates: 'During 2021 we have also followed up pre-existing commitments within our portfolio. The Tanzania Petroleum Development Corporation (TPDC) completed compensation payments to households on the LNG site in Lindi. Twenty nine households were required to vacate the land after receiving their final compensation payment, and 446 households were required to stop farming and fishing in the area. The approach for the remaining individual grave sites is still under consideration. The final third-party monitoring report issued in August 2021 stated that no-one was made homeless or landless due to the compensation process so far and approximately 70% of those compensated were satisfied with the process. Equinor and Shell continue to actively engage with TPDC regarding impact mitigation and the compensation process'. However, no description found of valuation methods and how legitimate tenure rights holders were involved in the determining the valuation. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] • Not Met: Describes steps to meet IFC PS 5 in state deals: The webpage section Our Approach to Human Rights indicates that 'In larger operations we have implemented community-based grievance mechanisms, please visit the 'Where we are' section of our website to navigate to a specific country for more details. Long-standing community based non-judicial grievance mechanisms are accessible at our operations in Tanzania and Brazil, which have been adapted from the IPIECA tool kit and applied in line with IFC standards'. However, it is not clear the steps it has taken to meet the standards with respect to legitimate tenure rights holders. [Our approach to sustainability_web, N/A: equinor.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|---|------------------|--|
| D.3.7 | Security (in own extractive operations, which includes JVs) | 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"> • Met: Describes security implementation (incl. VPs or ICOC) and provides an example: The webpage section Our Approach to Human Rights indicates: 'Equinor is an active participant in the Voluntary Principles on Security and Human Rights Initiative and strives to respect and implement these principles in our operations. Our commitment to the principles is reflected in our policies and procedures for risk assessment, deployment, training and follow-up of private and public security providers in high-risk locations. Equinor uses armed security services in Brazil and Nigeria; human rights training is provided in each case. In addition, such training is provided for unarmed guards and security personnel protecting our operations in Algeria, Angola and Tanzania'. The 2021 Sustainability Report adds: 'Of the third-party security guards delivering to the Equinor group, 91% received formal training in line with the Voluntary Principles on Security and Human Rights'. [Our approach to sustainability_web, N/A: equinor.com] & [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] • Not Met: Ensures Business Partners/JVs follow security approach: The Company's Human Rights Policy sets out the principles for how the Company relates to 'our employees, contractors, suppliers and partners, as well as communities affected by our business activities'. It also states: 'We are committed to Respecting all internationally recognised human rights, in accordance with the UN Guiding Principles on Business and Human Rights, and in particular: [...] Conducting our activities in line with our commitment to the Voluntary Principles on Security and Human Rights'. The webpage section Becoming an Equinor Supplier adds: 'All our suppliers must meet our minimum requirements, including safety, security, sustainability and public registration. For contracts involving high risk, the supplier's management system will need to be qualified'. However, it is not clear how it ensures its business partners, including joint ventures, implement an equivalent approach to security management that ensures respect for human rights. [Human Rights Policy, N/A: cdn.equinor.com] & [Becoming an Equinor supplier_web, N/A: equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Security and HRs assessment includes input from local communities • Not Met: Two examples of working with local communities to improve security |
| D.3.8 | Water and sanitation (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: Describes preventative/corrective action plans for water and sanitation risks: The webpage section US Onshore oil and gas indicates: 'Producing wells are drilled at depths thousands of feet greater than the geologic layers where aquifers and groundwater flow. This means that there are many layers of impervious rock between our operations and any drinking water sources. We conduct baseline assessments to evaluate the quality of the groundwater to ensure that our activities are not negatively affecting the freshwater sources in the area. In order to protect groundwater, steel casing (solid steel tubes) and cement are used to create a multi-layer barrier between the well and any ground water sources. The tubes are placed in the well and cemented in place to create a strong physical barrier the runs the length of the well. The types of materials used and testing requirements for these materials is highly regulated. Before hydraulic fracturing can begin the wells are tested at pressures exceeding maximum operating pressures to ensure mechanical integrity before operations begin. After being put in use, wells are continually monitored to ensure that there are no cracks or leaks in the well casing'. [US Onshore oil and gas_web, N/A: equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Sets targets on water stewardship that consider water use by local communities: The Company discloses water-related data, including water withdrawal and consumption. However, this subindicator looks for specific targets on water stewardship that take into consideration water use by local communities and other users in the vicinity of its operations. No further evidence found. [Sustainability Data Hub_web, N/A: sustainability.equinor.com] • Not Met: Reports progress in meeting targets and trends demonstrating progress: The Company discloses data on discharge of water to sea, flowback water from US onshore operations and produced water for the past five reporting years. However, as indicated above, it is not clear to what extent do these targets take into consideration water use by local communities and other users in the vicinity of its operations. [2022 Annual Report, 2023: cdn.equinor.com] |

| Indicator Code | Indicator name | Score (out of 2) | Explanation |
|----------------|--|------------------|---|
| D.3.9 | Women's rights (in own extractive operations, which include JVs) | 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: Describes processes to stop harassment and violence against women: The Code of Conduct indicates: 'We do not tolerate any discrimination of colleagues or others affected by our operations. Discrimination includes exclusion, preference or illegal distinction based on [...] gender, gender identity, [...] or any other characteristic that compromise the principle of equality'. However, although the Company has a non-discrimination policy, the subindicator looks for a description of the process it has in place to prohibit and address harassment, intimidation and violence against women. [Code of Conduct v.6, 2023: cdn.equinor.com] • Not Met: Working conditions take into account gender issues • Not Met: Measures and steps to address gender pay gap at all levels of employment: The 2021 Annual Report indicates: 'Equinor has worked systematically to increase women in leadership positions over several years. In 2021, our CEO appointed a gender balanced Corporate Executive Committee. The leadership level reporting into the CEC also represents 49% female leaders. Embedding D&I in our key people processes, including talent and succession reviews, leadership assessments, leadership development courses and top-tier leadership deployment has contributed to the senior leadership gender balance in Equinor. [...] In line with revised guidelines in gender pay reporting, Equinor has published the earnings ratio between males and females for both total compensation and for base pay for Norway, Brazil, UK and USA. The gender pay gap reported for total compensation is larger than that of base pay. Our analysis shows that a key driver for this difference is the higher representation of males in skilled offshore and other operational positions. These roles are typically compensated with a range of additional elements beyond base salary, such as offshore allowances or shift allowances, as well as overtime payments. The gender imbalance in these roles compared to non-operational onshore roles result in a wider pay gap for total compensation than with base salary. [...] In line with our principles on pay equity, Equinor will continue to develop our understanding of the underlying causes of potential gender imbalances in all our compensation items. We will seek to identify opportunities where we can proactively address gaps, whilst also being conscious of structural differences which may be beyond our ability to address. [...] We commit to disclosing our efforts to support gender equality as we believe increased transparency in this work will have an impact on increasing gender balance both within our industry and in business more broadly'. In its 2022 UK Gender Pay Gap Report, it indicates: 'Mean pay: a comparison of the average pay/bonus for a woman and the average pay/bonus for a man. Median: a comparison of the "middle pay" for a woman of all pay/bonus amounts were sorted from low to high and the "middle" pay/bonus amounts for a man'. However, it is not clear the steps it takes to address any gender pay gap throughout all levels of employment. [Annual Report 2021, 18/03/2022: cdn.equinor.com] & [2022 Gender Pay Gap Report, 2023: cdn.equinor.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Met: Provides analysis of trends demonstrating closing gender pay gap: The Company reports on Gender Pay. It discloses figures since the year 2017. It includes data on Leadership positions (female share of total); Earnings ratio – base salary (female: male); Earnings ratio – total compensation (female: male). In 2019 and 2020, the Earnings ratio – base salary (female: male) was 98% and in 2021, 99%. [2021 Sustainability Report, 08/03/2022: cdn.equinor.com] |

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 31.06 out of 80 points scored in themes A-D has been applied to produce a score of 7.76 out of 20 points for theme E. |

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