

Corporate Human Rights Benchmark 2023 Company Scorecard

Company name Inpex
Sector Extractives
Overall score 16.2 out of 100

Theme score	Out of	For theme
2.3	10	A. Governance and Policy Commitments
4.8	25	B. Embedding Respect and Human Rights Due Diligence
3.0	20	C. Remedies and Grievance Mechanisms
2.8	25	D. Performance: Company Human Rights Practices
3.2	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	<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: General HRs commitment: The Human Rights policy states that 'Adhering to the UN Guiding Principles on Business and Human Rights, this Policy was developed to comprehensively define our firm commitment to respect human rights. We will meet our responsibility to respect human rights in line with this Policy, together with our existing policies and processes'. [Human Rights Policy, 22/05/2017: inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> Met: Commitment to UNGPs: The Human Rights policy states that 'Adhering to the UN Guiding Principles on Business and Human Rights, this Policy was developed to comprehensively define our firm commitment to respect human rights. We will meet our responsibility to respect human rights [Human Rights Policy, 22/05/2017: inpex.co.jp]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	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 ILO core principles: The Human Rights policy includes the following commitments: 'We conduct our business consistent with the spirit of the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work'. However, to conduct business 'consistent with the spirit of' is not considered a formal statement of commitment according to CHRB wording criteria. [Human Rights Policy, 22/05/2017: inpex.co.jp] Not Met: Explicitly lists all four ILO core principles: The Human Rights policy includes the following commitments: 'We treat everyone who works for INPEX

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>fairly and without discrimination in the workplace. We do not tolerate forced labor or illegal forms of child labor. We respect the freedom of association and the right to organize in accordance with ILO principle'. No evidence found, however of a formal statement of commitment to respect the right to collective bargaining. [Human Rights Policy, 22/05/2017: inpx.co.jp]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to ILO core principles: See above. The policy states that 'We expect our suppliers and business partners to respect the spirit and intent of the principles contained in this Policy. In joint ventures where we may not be able to control the decision-making process, we will exercise our influence to the maximum extent possible to encourage our joint ventures and joint venture partners to follow similar principles'. <p>Further, in its Supplier Code of Conduct, the Company states that 'INPEX supports international standards such as... the International Labor Standards of the International Labor Organization, the United Nations Guiding Principles on Business and Human Rights, and the principles of the United Nations Global Compact. For this reason, our suppliers are expected to conduct business in a manner that respects human rights' [including no use of forced labour etc]. [Human Rights Policy, 22/05/2017: inpx.co.jp] & [Supplier Code of Conduct, 01/07/2022: sustainability-report.inpx.co.jp]</p> <ul style="list-style-type: none"> • Met: Explicitly lists all four ILO core principles for BPs/JVs: The Company's Supplier Code of Conduct reads as follows: 'our suppliers are expected to conduct business in a manner that respects human rights including: (1) Ensuring no use of forced, prison or compulsory labor; (2) No use of child labor; (3) No discrimination in hiring, compensation, and other forms of treatment based on reasons other than rational factors such as the ability and aptitude of the individual. No unfair dismissal; ... (7) Respecting the freedom of employees to: associate without retaliation, intimidation, bullying, or harassment; join a labor union; and engage in protests, participate in collective bargaining agreements, and provide opportunities for labor-management dialogue.' [Supplier Code of Conduct, 01/07/2022: sustainability-report.inpx.co.jp]
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 Health, Safety and Environment policy states that 'we will promote a culture in which HSE (Health, Safety, and Environment) excellence is considered a business imperative and at the core of all our decisions. We will strive to protect the health and safety of all stakeholders associated with our business activities, It adds that 'we will [...] comply with all applicable laws and regulations in all areas where we operate, and utilize our HSE Management System for all of our business activities in a consistent manner". [Health, Safety and Environmental Policy (website policy), 28/11/2022: inpx.co.jp] <p>• Not Met: Commitment to ILO working hours standards or 48 hour regular work week</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to H&S of workers: The Company's supplier code states that 'our suppliers are expected to conduct business in a manner that respects human rights including... Ensuring a safe, hygienic and healthy work environment and managing risks to workplace safety such as accidents, the use of hazardous chemicals, noise and odours.' [Supplier Code of Conduct, 01/07/2022: sustainability-report.inpx.co.jp] <p>• Not Met: Expects BPs/JVs to commit to ILO working hours standards or 48 hour regular work week</p>
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 • Not Met: Commitment to respect land ownership/natural resources as in IFC Performance Standards: Although the Company refers several times to the IFC Performance Standards, and the states that 'for the projects in which INPEX serves as the operator, we manage social and environmental risks -including human rights-related risks- based on the IFC Performance Standards', no formal policy statement was found in which it commits to respect land as set out in the IFC Performance standards. [Sustainability report 2022, 2022: sustainability-report.inpx.co.jp] <p>• Met: Commitment to respect indigenous rights or ILO No.169 or UN Declaration: The Human rights policy includes the following commitment: 'We recognize and respect the human rights of people in communities, including indigenous peoples, affected by our business activities'. [Human Rights Policy, 22/05/2017: inpx.co.jp]</p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Expects EX BPs to make these commitments: See above, although the human rights policy includes business partners and indigenous peoples rights, no evidence found of requirement to respect land rights. [Human Rights Policy, 22/05/2017: inpex.co.jp] Score 2 <ul style="list-style-type: none"> • Not Met: Commitment to obtain FPIC or zero tolerance to land grabbing • Not Met: Commitment to respect the right to water: The Company's Policy and Commitments on Water management states that 'we strive to understand the impact of our business on water resources and sustainability in local communities and promote efforts on impact mitigation and value creation on local water sustainability'. It also indicates that 'we will limit freshwater intake where significant impact is expected on local water resources as a result of freshwater intake by our operating sites'. No evidence found, however, of a formal policy statement commitment to respecting the right to water. [Policy and Commitments on Water Management, N/A: inpex.co.jp] • Not Met: Expects EX BPs to make these commitments
A.1.3.b.EX	Commitment to respect human rights particularly relevant to the sector – security (EX)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Commitment to Voluntary Principles on Security and HRs: The human rights policy indicates that 'we conduct security activities as recommended in the Voluntary Principles on Security and Human Rights'. However, current statement refers to recommendations. This subindicator looks for a commitment to follow the Principles. [Human Rights Policy, 22/05/2017: inpex.co.jp] • Not Met: Uses only ICoCA members as security providers • Not Met: Commits to International Humanitarian Law Score 2 <ul style="list-style-type: none"> • Not Met: Expects EX BPs to commit to these rights: See above. Although the Human Rights statement applies to business partners, no clear commitment was found to follow the VPs beyond considering recommendations. No evidence found in relation to International Humanitarian Law. [Human Rights Policy, 22/05/2017: inpex.co.jp]
A.1.4	Commitment to remedy	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Commitment to remedy adverse HRs impacts: The Human rights policy states that 'Where we identify that we have caused or directly contributed to adverse human rights impacts, we will provide or cooperate in providing access to appropriate remediation through legitimate processes, including grievance mechanisms where relevant'. [Human Rights Policy, 22/05/2017: inpex.co.jp] • Met: Expects EX BPs to make this commitments: The policy also indicates that 'We expect our suppliers and business partners to respect the spirit and intent of the principles contained in this Policy. In joint ventures where we may not be able to control the decision-making process, we will exercise our influence to the maximum extent possible to encourage our joint ventures and joint venture partners to follow similar principles'. [Human Rights Policy, 22/05/2017: inpex.co.jp] Score 2 <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms • Not Met: Commitment to work with EX BPs on remedy
A.1.5	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Zero tolerance of threats/attacks on HRDs • Not Met: Expects BPs to make this commitment Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The Company states that the Compliance Committee, which consists of directors and executive officers, meets regularly to ensure strict compliance with corporate ethics and the Code of Conduct. The Code of Conduct includes its requirements on human rights. The Company also states that the director in charge of compliance, who is appointed by the Board of Directors, chairs the Compliance Committee, and reports to the Board of Directors on human rights-related risks and performance. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describes HRs expertise of Board member Score 2 <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications
A.2.2	Board responsibility	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Process to review HRs strategy at board level • Not Met: Example of HRs issues/trends discussed in last reporting period Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Describes how affected stakeholders / HRs experts inform board discussions
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: At least one board member incentive linked to HRs commitments: The Company states that its director's (excluding outside directors and non-residents of Japan) compensation includes stock-based remuneration, which combines performance-based elements. These elements include Safety index (zero major accidents). However, it is unclear whether the safety index includes health and safety of local communities or workers in the supply chain. [Annual report 2021, 2022: inpex.co.jp] Score 2 <ul style="list-style-type: none"> • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S • Not Met: Performance criteria linked to HRs made public: See above. • 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 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	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Score of 1 on A.1.2.a • Met: Senior responsibility for HRs implementation and decision making: The Company states that the General Administration Unit manages day-to-day responsibility for human rights and serves as the secretariat of the Compliance Committee. It also regularly holds liaison meetings of representatives from each business unit to promote its human rights initiatives, including the prevention of harassment. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] Score 2 <ul style="list-style-type: none"> • Not Met: Describes day-to-day responsibility for implementing HRs commitments • Not Met: Day-to-day resources and expertise allocation in own operations • Not Met: Resources and expertise allocation with EX BPs
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Senior manager incentives linked to HRs commitments [Annual report 2021, 2022: inpex.co.jp] • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S: The Company states that its executive officers' (excluding non-residents of Japan) compensation includes stock-based remuneration, which combines performance-based elements. These elements include Safety index (zero major accidents). However, it is not clear whether the Safety index includes the health and safety of local communities or workers in the supply chain. [Annual report 2021, 2022: inpex.co.jp] Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public: See above. [Annual report 2021, 2022: inpex.co.jp] • Not Met: Review of other senior management incentives for coherence with HRs policies

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.3	Integration with enterprise risk 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: HRs risks integrated as part of enterprise risk system: The Company has a risk management system to identify and manage the risks associated with business operations. The Company also states that it has established a supply chain risk management system and has been conducting a self-assessment survey of its major suppliers since 2018. Regarding human rights risks, the Company states that for the projects in which it serves as the operator, it manages social and environmental risks, including human rights-related risks, based on the IFC performance Standards. For the projects in which it participates as a non-operator, in FY2020, it surveyed the operators of each project to confirm the status of their human rights initiatives. However, there is no explicit evidence showing that human rights risks management is integrated into its general enterprise risk management system. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Not Met: Provides an example <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Risk assessment by Audit Committee or independent third party
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	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: Score of 1 on A.1.2.a • Met: Communicates HRs policies to all workers in own operations: The Company states that it conducted human rights training for all executives and employees in FY2017 and have continued providing the training for all new employees since FY2018. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders • Not Met: Example of how HRs policies are accessible for intended audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	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: Meets ILO requirement for suppliers on A.1.2.a • Not Met: Describes steps to communicate HRs policies to EX BPs: The Company states that 'in Japan and at our overseas offices, we posted human rights awareness posters at our operational sites to spread our human rights policy to our suppliers' and that it 'held a human rights seminar for major vendors conducted by an external instructor'. However, no information related to other extractive business partners was found. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes how HRs policies are contractual/binding for suppliers: The Company states that 'As preventive controls, we require suppliers to comply with labor and environmental laws and regulations and respect the INPEX Group Human Rights Policy. These requirements are built into our standard contracts'. The Company also has a Supplier Code of Conduct, that includes contractors, vendors, and service providers, in which it sets expectations related to compliance on human rights. However, it is not clear if the requirements apply to all business partners and if the Supplier Code is binding. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] & [Supplier Code of Conduct, 01/07/2022: sustainability-report.inpex.co.jp] • Not Met: Requires EX BPs to cascade contractual/binding HRs policies to their BPs
B.1.5	Training on Human Rights	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: Score of at least 1 on A.1.2.a • Not Met: Describes how workers are trained on HRs policy commitments: The Company states that it conducted human rights training for all executives and employees in FY2017 and have continued providing the training for all new employees since FY2018. However, there is no further details about how the training is conducted and what is the content in last three years. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Not Met: Trains relevant managers including security on HRs <p>Score 2</p> <ul style="list-style-type: none"> • Not 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 • 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"> • Not Met: Score of at least 1 on A.1.2.a

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Monitors implementation of HRs policy commitments across global ops and EX BPs: The Company states that 'For the projects in which INPEX serves as the operator, we manage social and environmental risks—including human rights-related risks—based on the IFC Performance Standards, which are a globally recognized benchmark for environmental and social risk management. Compliance with these standards within Ichthys LNG operations is monitored through regular reports and audits. The set of standards includes IFC Performance Standard 2 – Labor and Working Conditions, which covers child labor, forced labor, working conditions, and grievance mechanisms. For projects in which we participate as a non-operator, in FY2020, we surveyed the operators of each project to confirm the status of their human rights initiatives'. It also indicates that it 'invited an external human rights expert to conduct a human rights risk assessment on our operated projects...This assessment also analyzed management system controls, including the PDCA cycle and monitoring, as well as the ideal form of the INPEX Group Human Rights Policy.' As for the supply chain, it is stated that 'We also require suppliers to comply with labor and environmental laws and regulations, prevent corruption, and respect the INPEX Group Human Rights Policy. These requirements are built into our standard contracts. We manage suppliers' continued commitment through regular surveys and monitoring'. However, it is not clear if this process comprises all business partners. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • 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"> • Not Met: Score of 2 on A.1.2.a • Not Met: Describes corrective actions process: The Company indicates that 'As for corrective controls, we take corrective actions against suppliers assessed as high risk through detective controls, including: i) improvement activities through HSE audit and ESG audit; and ii) avoidance and mitigation of risks, including through review of contracts'. However, no similar process for own operations was found and it is not clear if the actions taken are also related to human rights and comprises all business partners. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Not Met: Discloses findings and number of correction action processes
B.1.7	Engaging and terminating business relationships	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: HRs performance affects selection EX BPs: The Company indicates that 'we strive to provide fair opportunities to all suppliers in the selection process, and award supplier contracts based on fair, impartial, and transparent assessments. During the bidding process for overseas operator projects, we conduct comprehensive assessments of bidding companies' compliance with local laws and regulations, the INPEX ABC Policy, and INPEX Group Human Rights Policy.'. It also states that 'INPEX personnel have participated in a human rights working group with other resources industry members, helping to devise the questions for a self-assessment questionnaire that is designed to standardize the assessment of suppliers' modern slavery risks. We have since integrated this assessment into our own supplier selection process'. However, no evidence that this process comprises all business partners was found. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Not Met: HRs performance affects ongoing BPs relationships <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 states that it provides feedback on the assessment results to each business site and discusses future actions, such as widely disseminating the INPEX Group Human Rights Policy and providing human rights education. However, it is not clear how the company supports these future actions. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp]
B.1.8	Approach to engagement with affected stakeholders	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 workers and communities identified and engaged in the last two years: The Company states that it performed FGD (focus group discussions), household surveys, and KII (key informant interviews) to understand the current status of vulnerable groups in the affected communities and their traditional customary ways of life (culture, customs, means of livelihood, etc.), sacred sites, cultural heritage, and land rights. However, it is not clear if this process was used to identify stakeholders for engagement. The Company also states that in 2028 it identified a wide array of stakeholders in the project and

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>created a stakeholder map. However, no description of the process for this was found. Furthermore, it is not clear if this process comprises workers or local communities in the supply chain. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp]</p> <ul style="list-style-type: none"> • Not Met: Discloses stakeholders whose HRs may be affected • Not Met: Provides two examples of engagement with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues: The Company states that in Indonesia, 'INPEX has conducted interviews regarding the cultural heritage and sacred sites of affected communities as part of the Indonesian Environmental and Social Impact Assessment process (AMDAL) for the Abadi LNG Project. We have used the insights gained to assess potential project impacts on cultural heritage and sacred sites, and are formulating measures for minimizing those impact'. However, no information related to the input/views given by stakeholders was found. <p>[Sustainability report 2022, 2022: sustainability-report.inpex.co.jp]</p> <ul style="list-style-type: none"> • Not Met: Describes how stakeholders views influenced company's HRs approach

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and 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 process of identifying risks in own operations: The Company states that since FY2016, it has been conducting human rights due diligence at domestic and overseas sites as part of efforts to enhance human rights management. The Company states that it discovered some human rights risks in the form of poor grievance handling processes of suppliers and external business partners. These risks were also reflected in questions asked in the self-assessments of major suppliers. Since then, it has continued discussions with each site to ensure implementation of the PDCA cycle through the following actions. One of them is utilizing the database of RepRisk, a provider of the ESG risk research and analysis, identify potential instances of human rights violations in the oil and gas sector in the following five areas: child labor, forced labor, freedom of association and right to collective bargaining, employment discrimination, and social discrimination. It also classifies the country risk of the areas in which it operates into three levels (high/medium/low) based on documents issued by Verisk Maplecroft and other research organizations. Besides, the Company also conducts surveys and interviews at all its business locations. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Met: Describes process for identifying risks in EX BPs: The Company states that as detective controls, it has established a supply chain risk assessment system, and has been conducting a self-assessment survey of its major suppliers since FY2018. A total of 23 companies have responded to the survey over the past three years. Key items monitored includes Human rights and labor. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation: The Company states that it invited an external human rights expert to conduct a human rights risk assessment on its operated projects and identify salient human rights risks and issues for human rights risk management. The Company notes that the assessment used the Human Rights Impact Assessment tool, which draws on RepRisk's database and documents from Verisk Maplecroft and other research organizations. It further states that in the first quarter of 2022, it conducted surveys and interviews at its sites in Japan and, for the first time, the USA. However, no evidence was found that affected stakeholders were consulted as part of the identification process. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Not Met: Describes how risk identification system is triggered by new circumstances • Not Met: Describes risks identified in relation to new circumstances
B.2.2	Assessing human rights risks and 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 assessment process and discloses salient HRs risks: The Company states that it discovered some human rights risks in the form of poor grievance handling processes of suppliers and external business partners. These risks were also reflected in questions asked in the self-assessments of major suppliers. Since then, it has continued discussions with each site to ensure implementation of the PDCA cycle through the following actions. One of them is utilizing the database of

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>RepRisk, a provider of the ESG risk research and analysis, identify potential instances of human rights violations in the oil and gas sector in the following five areas: child labor, forced labor, freedom of association and right to collective bargaining, employment discrimination, and social discrimination. It also classify the country risk of the areas in which it operates into three levels (high/medium/low) based on documents issued by Verisk Maplecroft and other research organizations. Besides, the Company also conducts surveys and interviews at all its business locations. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp]</p> <ul style="list-style-type: none"> • Not Met: Describes how process applies to EX BPs: The Company states that 'As detective controls, we have established a supply chain risk assessment system, and have been conducting a self-assessment survey of our major suppliers since FY2018. This survey enables us to monitor the compliance systems of our suppliers and identify risks'. However, it is not clear if this process is applied to risk assessment as well as risk identification. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Met: Public disclosure of results of HRs risk assessment: The Company states that the salient human rights risks identified are child labor, forced labor, impact on cultural heritage and traditional culture, infringement on the rights of the local community, discrimination in recruitment and employment, and environmental damage impacting local community. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders
B.2.3	Integrating and acting on human rights risks and impact assessments	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 system to prevent, mitigate and remediate HRs issues: The Company describes its examination and implementation of action plans in its sustainability report, including confirming the status of management of human rights risks, based on the assessment mentioned; providing feedback on the assessment results to each business site and discussing future actions, such as widely disseminating the Company's Human Rights Policy and providing human rights education, and continuing to provide human rights education to employees to strengthen respect for human rights based on the assessment results. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Not Met: Describes how global system applies to EX BPs • Not Met: Example of actions decided on at least 1 salient HRs issue <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how stakeholders involved in decisions about actions taken
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and 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: Describes system for evaluation effectiveness of actions • Not Met: Example of lessons learned from evaluation effectiveness of actions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions
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 <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	<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 Company states that it responds to inquiries, complaints and grievances from all stakeholders, internal and external, at its domestic and overseas business locations. It has set up a Helpline under the Whistleblower System that it established pursuant to Japan's Whistleblower Protection Act. The Helpline also covers reports on discrimination, human rights violations, harassment, and any other misconduct. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and workers made aware: The Company states that in June 2020, it launched the INPEX Global Hotline with local language support, which specializes in three business-critical risk areas: bribery and corruption, violation of antitrust laws (competition laws), and accounting fraud. This hotline is open to all executives and employees worldwide. It also covers reports on human rights violations. The Company also states that in Indonesia, it provides support in the local language. However, there is no further details about how the Company makes its employees aware of the system. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Not Met: Describes how workers in EX BPs access grievance mechanism: The Company states that it responds to grievances from all stakeholders, including internal and external at its domestic and overseas business locations. It also states that it has a dedicated page on website for handling inquiries and grievances from external stakeholders, including local residents, and business partners. However, the Company has not made it clear whether the complain is related to the Company's own operations or its business partner's misconduct. The Company's supplier code notes that 'Suppliers are expected to develop and maintain a whistle-blower system and grievance mechanism, and educate their employees about these reporting mechanisms for the early detection of fraudulent activities.' However, it is unclear whether this mechanisms can be used to report human rights related grievances. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] & [Supplier Code of Conduct, 01/07/2022: sustainability-report.inpex.co.jp] • Not Met: Expects EX BPs to convey expectation to their BPs: The Company states that 'Suppliers are expected to develop and maintain a whistle-blower system and grievance mechanism, and educate their employees about these reporting mechanisms for the early detection of fraudulent activities.' However, there are no mentions to the suppliers' Business Partners. [Supplier Code of Conduct, 01/07/2022: sustainability-report.inpex.co.jp]
C.2	Grievance mechanism(s) for external individuals and communities	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: Grievance mechanism accessible to all external individuals and communities: The Company states that it responds to grievances from all stakeholders, including internal and external at its domestic and overseas business locations. It also states that it has a dedicated page on website for handling inquiries and grievances from external stakeholders, including local residents, and business partners. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: The Company states that it provides additional support in Indonesia by facilitating telephone calls in the local language. However, there is no further details about how the Company makes external stakeholders aware of the mechanism. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Not Met: Describes how external individuals/communities access grievance mechanism: The Company states that 'We have a dedicated page on our website to manage inquiries and grievances from external stakeholders—including local residents and suppliers—and we respond to their feedback in a timely and appropriate manner.' Besides that, the Company emphasizes the Australian procedure 'In Australia, a procedure has been established for community engagement and grievance handling to appropriately address inquiries and grievances received from local communities concerning human rights and compliance.' However, it is unclear whether external individuals or communities can raise concerns about the conduct of the Company's business partners. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • 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

Indicator Code	Indicator name	Score (out of 2)	Explanation
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 Company states that it responds to feedback in a timely and appropriate manner. The Company lists the process of its whistleblower system in its Sustainability Report. The process indicates that after executives and employees reports anonymously through the system, Whistleblower Secretariats (General Administration Unit) reports to Director in Charge of Compliance or Full-time Audit & Supervisory Board Members. After they provide instructions for investigation, Whistleblower Secretariat provides feedback on response details back to executives and employees. However, there is no further details about how the reporters are informed and no evidence found about time schedule to address the complaints or concerns. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • 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
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: The Company states that reporting can be completed anonymously, and is committed to protecting whistleblowers from any negative consequences. It also indicates that it responds to grievances from all stakeholders <p>[Sustainability report 2022, 2022: sustainability-report.inpex.co.jp]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes practical measures to prevent retaliation: The Company states that reporting can be completed anonymously. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • 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	<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 • Not Met: Does not require confidentiality provisions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse 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: Describes approach taken to remedy adverse HRs impacts: The Company states that 'We will conduct assessments on potential human rights impacts. We will mitigate and seek to prevent potential adverse impacts identified while engaging with those who may be directly affected or their legal representatives in an appropriate manner. We will integrate the findings of the assessments in our operations across functional groups. [...] Where we identify that we have caused or directly contributed to adverse human rights impacts, we will provide or cooperate in providing access to appropriate remediation through legitimate processes, including grievance mechanisms where relevant.' However, no description of the approach the Company has taken to remedy adverse Human Rights impacts was found. [Human Rights Policy, 22/05/2017: inpex.co.jp] • Not Met: Describes how remedy would be provided if no adverse impact identified <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: No evidence found [Human Rights Policy, 22/05/2017: inpex.co.jp] • Not Met: Describes approach to learning from incidents if no adverse impacts identified: The Company states that 'We will review the effectiveness of our responses to identified adverse human rights impacts by drawing from internal and external feedback.' However, no description was found of how the Company would review and change its systems. [Human Rights Policy, 22/05/2017: inpex.co.jp]

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The Company states that in FY2021, it received six grievances related to human rights, discrimination and harassment, all of which were handled appropriately in accordance with the Whistleblowing Rules. However, no evidence found on the outcome and different stakeholders that filed these complaints. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • 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	<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: Pays living wage or sets time-bound target • Not Met: Describes how living wage determined <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Achieved paying living wage • Not Met: Reviews definition living wage with unions
D.3.2	Transparency and accountability (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Member of EITI: The Company states that since October 2012, it has been participating in and supporting activities of the Extractive Industries Transparency Initiative (EITI). [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Reports taxes and revenue by country: The Company states that it annually publishes the INPEX Australia Tax Transparency Report on its website to consolidate its Australia-related tax information, including an overview of local tax governance and cross-border transactions, and how much tax it pays. In addition, it publishes annually the amounts of tax and other payments made to the governments of EITI participating countries. However, it is not clear whether the reporting covers all countries of operation. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Not Met: Steps taken to promote transparency in non EITI countries • Not Met: Provides example of contracts for terms of exploitation for countries without disclosure requirements
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 Supplier Code of Conduct shows an expectation of 'Respecting the freedom of employees to: associate without retaliation, intimidation, bullying, or harassment; join a labor union; and engage in protests, participate in collective bargaining agreements, and provide opportunities for labor-management dialogue.' However, practical measures to prohibit violence and retaliation against workers is not disclosed, besides that, this statement does not include the Company's own operations. [Supplier Code of Conduct, 01/07/2022: sustainability-report.inpex.co.jp] • Not Met: Discloses % of total direct operations covered by CB agreements: The Company states that Labour Union Participation Rate was 60.7% in 2021. However, fixed-term employees are not included. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1

Indicator Code	Indicator name	Score (out of 2)	Explanation
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"> • Not Met: Describes process to identify H&S risks and impacts: The Company states that Health, Safety and Environment (HSE) risk management is the systematic application of processes for identifying, analysing, evaluating and responding to HSE risks to minimize negative impacts to its business activities and operations. However, no further details found, including the actual process to identify health and safety risks. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Met: Discloses injury rate or lost days for last reporting period: The Company reports that the rate of injuries resulting in fatalities or lost time per million hours worked (LTIF: Lost Time Injury Frequency) was 0.31 for employees and 0.42 for contractors in 2021. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Met: Discloses fatalities for last reporting period: The Company reports that in 2021, fatalities for both employees and contractors were 0. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • 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 Company set Accident Prevention Initiatives for year 2021. The target for Fatal Accident Rate was 0, the target for Lost Time Injury Frequency was 0.12, and the target for Total Recordable Injury Frequency was 0.7. Besides, the Company set target 0 for Tier 1 and Tier 2 Process Safety Event. In line with IOGP reporting requirements, the Company classifies Process Safety Events as Tier 1 or Tier 2 depending on the degree of consequence (personal harm, direct cost to the company, type and quantity of material released, etc). No evidence found, however, in relation to targets for disease rates. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Met: Met targets or explains why not or actions to improve H&S management systems: The Company states that it monitors two KPIs of injury-causing accidents: the lost time injury rate (LTIR) and the total recordable injury rate (TRIR). Its LTIR and TRIR for FY2021 were 0.38 and 2.90 respectively, both of which had increased from the preceding year. This can be attributed to a slight increase in the frequency of minor injuries that occurred from large-scale repair work and other non-routine tasks at overseas operator projects, and from insufficient management of pandemic-related fatigue. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp]
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 Company states that it engages with stakeholders as part of these assessments, with findings integrated into business plans, and provide forums for ongoing community engagement, community inquiries and grievance management. The Company also reports that it has engaged more than 1450 Aboriginal and Torres Strait Islander peoples on the Ichthys LNG Project since early 2012. It is also increasing engagement with Aboriginal and Torres Strait Islander communities where it operates and continues broad consultation with key representative bodies, community groups and government organisations. However, there is no details of the process it takes to identify and recognise affected indigenous people. [Reconciliation Action Plan August 2019 to July 2022, N/A: inpex.com.au] • 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 • Not Met: Describes steps to meet IFC PS 5 in state deals

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.7	Security (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 security implementation (incl. VPs or ICOC) and provides an example: The Company states that it recognizes the situation in Middle East as security threats, it is stepping up preparedness for geopolitical risks, including by strengthening capabilities for analysing security situations and formulating emergency response plans. In FY2020, the Company developed an emergency response plan for dealing with security contingencies and conducted exercises with overseas offices based on that plan. During the unstable political situation in Kazakhstan in January 2022, the Company worked to ensure the safety of local employees by utilizing the insights and resources produced by its security-enhancing efforts and by effectively coordinating actions with local offices. In addition, it continuously gathers and analyses security information on the regions where our employees work and share that information internally. It also evaluates the threat level of each region and use those assessments as a guide for the issuance of alerts and formulation of policies for employees stationed or traveling to the region. Information on security-related incidents such as rioting, abductions, or political unrest is posted on intranet to raise awareness of potential threats. In-house seminars and exercises are held to enhance employee understanding and readiness. Security experts at headquarters periodically visit the regions where it operates to conduct security reviews. However, it is not clear how it implements a security approach following the VPs on security and human rights or ICOC. [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] & [Human Rights Policy, 22/05/2017: inpex.co.jp] • Not Met: Ensures Business Partners/JVs follow security approach <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)	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 preventative/corrective action plans for water and sanitation risks: The Company states that it engaged with local communities surrounding the operating sites in Indonesia and became aware that one local community was having difficulty securing access to clean drinking water. Following talks with representatives of the community and local government, the Company responded by developing and launching the “Clean & Healthy Behaviour Program”. This initiative aims to establish a community water tank and pipeline network so that clean drinking water can be supplied to every household. Instead of directly building the water system, the Company is advancing this effort under a model of community based participation and involvement. However, no evidence found beyond this specific example of a set of actions to respond for identified the right to water in its own operations (or different examples showing a practice to generally take action to prevent risk or implement corrective actions). [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Sets targets on water stewardship that consider water use by local communities • Not Met: Reports progress in meeting targets and trends demonstrating progress
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"> • Met: Describes processes to stop harassment and violence against women: The Company states that 'We regularly conduct compliance training for all members of our organization to inform and encourage them to carry out their duties in compliance with laws and regulations. Training covers specific topics—such as prevention of harassment and discrimination—and include sessions targeted at specific employment roles/ranks. The program for FY2021 included harassment prevention training for general employees at operating sites in Japan [...]’ [Sustainability report 2022, 2022: sustainability-report.inpex.co.jp] • Not Met: Working conditions take into account gender issues • Not Met: Measures and steps to address gender pay gap at all levels of employment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap

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 12.95 out of 80 points scored in themes A-D has been applied to produce a score of 3.24 out of 20 points for theme E.

Disclaimer

The terms and conditions as stated in WBA's disclaimer are applicable to this publication. Please consult our disclaimer via worldbenchmarkingalliance.org