

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Saudi Aramco
Sector Extractives
Overall score 6.9 out of 100

Theme score	Out of	For theme
0.2	10	A. Governance and Policy Commitments
0.7	25	B. Embedding Respect and Human Rights Due Diligence
4.0	20	C. Remedies and Grievance Mechanisms
0.7	25	D. Performance: Company Human Rights Practices
1.4	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	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: General HRs commitment: The Code of business conduct has a section called 'human rights'. However, no formal statement to respect human rights was found in this code. The sustainability report states that 'We respect internationally recognized human rights standards everywhere we operate, in particular the Universal Declaration of Human Rights [...]'. It also states that 'we are committed to respecting and upholding employees' rights and ensuring that our employees are not subject to abusive or inhumane practices'. However, this subindicator looks for commitments placed in formal policy documents. Sustainability reports are not considered a suitable source for policy statements according to CHRB methodology. [Code of business Conduct, 05/2018: aramco.com] & [Sustainability report 2021, 2022: aramco.com] • Not Met: Universal Declaration of Human rights (UDHR): See above [Sustainability report 2021, 2022: aramco.com] • Not Met: International Bill of Human Rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to UNGPs: The sustainability report states that 'We respect internationally recognized human rights standards everywhere we operate, in particular [...] the UN Guiding Principles on Business and Human Rights'. However, this subindicator looks for commitments placed in formal policy documents. Sustainability reports are not considered a suitable source for policy statements according to CHRB methodology. [Sustainability report 2021, 2022: aramco.com]

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			<ul style="list-style-type: none"> • Not Met: Commitment to OECD MNE Guidelines: N
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	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: Commitment to ILO core principles: The sustainability report: 'We respect internationally recognized human rights standards everywhere we operate, in particular [...] Fundamental Conventions of the International Labor Organization [...]'. However, this subindicator looks for commitments placed in formal policy documents. Sustainability reports are not considered a suitable source for policy statements according to CHRB methodology. [Code of business Conduct, 05/2018: aramco.com] & [Sustainability report 2021, 2022: aramco.com] • Not Met: Explicitly lists all four ILO core principles: See above. The report also states that 'We are committed to respecting and upholding employees' rights and ensuring that our employees are not subject to abusive or inhumane practices. We are opposed to all forms of slavery and exploitation, and child labor across our supply chains'. No evidence found of formal policy commitments to respecting rights contained in each ILO core area. [Sustainability report 2021, 2022: aramco.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Expects BPs/JVs to commit to ILO core principles • Not Met: Explicitly lists all four ILO core principles for BPs/JVs: See above. In addition, the Code of business conduct, in relation to its human rights section, states that 'we require our suppliers to demonstrate a similar commitment and to source all goods or services from third parties that meet, as a minimum, country of origin standards for health, safety, working hours, pay and employment conditions'. No further evidence found, including each ILO core labour area. [Sustainability report 2021, 2022: aramco.com] & [Code of business Conduct, 05/2018: aramco.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 Code of business conduct states that 'we are committed to the health and safety of our employees'. • Not Met: Commitment to ILO working hours standards or 48 hour regular work week <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to H&S of workers: The Code of business conduct states that 'we are committed to the health and safety of our employees. We require our suppliers to demonstrate a similar commitment and to source all goods or services from third parties that meet, as a minimum, country of origin standards for health, safety, working hours, pay, and employment conditions'. [Code of business Conduct, 05/2018: aramco.com] • Not Met: Expects BPs/JVs to commit to ILO working hours standards or 48 hour regular work week: See above. However, no further details in relation to what is expected in terms of working hours, including ILO conventions or maximum regular working hours, breaks and overtime pay. [Code of business Conduct, 05/2018: aramco.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	<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 sustainability report states that we submit requests to the Saudi Government, represented by the Ministry of Energy, to assist us in securing, protecting, and enforcing land rights to facilitate the orderly conduct of the Company's operations in accordance with the Concession and relevant laws, regulations and orders'. The report also states that 'our policies relating to land acquisition include principles dedicated to community issues such as [...] handling of land claims, and access to clean water'. However this subindicator looks for a statement placed in a policy document where the Company commits to respect land ownership and natural resources as set out in the Voluntary Guidelines on the Responsible Governance of Tenure'. [Sustainability report 2021, 2022: aramco.com] • Not Met: Commitment to respect land ownership/natural resources as in IFC Performance Standards • Not Met: Commitment to respect indigenous rights or ILO No.169 or UN Declaration • Not Met: Expects EX BPs to make these commitments <p>Score 2</p> <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 Sustainability report states that 'we address the potential impacts of our operations on local communities, in particular ensuring access to clean water'. It also indicates that

Indicator Code	Indicator name	Score (out of 2)	Explanation
			'our policies relating to land acquisition include principles dedicated to community issues such as [...] access to clean water'. However, no evidence found of a policy statement that includes a commitment to respect the right to water. Current evidence was found in a sustainability report, which is not considered a suitable source for policy statements according to CHRB methodology. [Sustainability report 2021, 2022: aramco.com] <ul style="list-style-type: none"> • 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 • 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
A.1.4	Commitment to remedy	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 remedy adverse HRs impacts: The sustainability report states that 'we address the potential impacts of our operations on local communities, in particular ensuring access to clean water; that the security of our people and facilities is managed in a responsible way; and providing access to remedy for unavoidable adverse impacts related to our operations'. However, no evidence found of a formal policy statement of commitment to provide remedy. Current evidence is placed in a sustainability report, which is not considered a suitable source for policy commitments according to CHRB methodology. [Sustainability report 2021, 2022: aramco.com] Score 2 <ul style="list-style-type: none"> • Not Met: Expects EX BPs to make this commitments • 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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board level responsibility for HRs: The Company indicates it has a Sustainability, Risk and HSE Committee, however, no evidence was found that this committee is tasked with specific governance oversight of respect for human rights in general. [Annual Report 2022: aramco.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describes HRs expertise of Board member • 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 • 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 Score 2 <ul style="list-style-type: none"> • Not Met: Describes frequency and triggers for reviewing business model

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			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	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 • Not Met: Senior responsibility for HRs implementation and decision making: The Company states that 'Specific topics related to human rights are overseen by committees headed by executive management, such as our HSSE [Health, Safety, Security and Environment] Committee, Sustainability Steering Committee, HR and Corporate Services Committee, and the Citizenship Executive Committee', however, no information related to a specific role accountable for human rights was found. [Human rights on website, N/A: aramco.com] 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: The Company indicates that its senior executives remuneration includes a Short-Term Incentive Plan that rewards performance in the areas of safety and sustainability. However, no information regarding specific KPIs was found. [Annual Report 2022: aramco.com] 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 • Not Met: Review of other senior management incentives for coherence with HRs policies
B.1.3	Integration with enterprise risk management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: HRs risks integrated as part of enterprise risk system • Not Met: Provides an example Score 2 <ul style="list-style-type: none"> • Not Met: Risk assesment by Audit Committee or independent third party
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0	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 • Not Met: Communicates HRs policies to all workers in own operations: The Company indicates that it has a mandatory enterprise-wide online Code of Conduct training program, and the Code comprises human rights, however, no information related to the accessibility of the Code and training in different languages was found. [2022 Sustainability Report, 2023: aramco.com] Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not 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 in its 'Acknowledgment of Saudi Aramco's Supplier Code of Conduct', which includes human rights requirements, that its suppliers (plus vendors, manufacturers, contractors, and sub-contractors) 'are responsible for ensuring that the standards and requirements of this Code are effectively communicated and fully understood by their personnel working on or in support of Saudi Aramco projects, jobs, contracts, agreements, and orders'. However, it is not clear if that includes communicating it down the supply chain. [Acknowledgment of Saudi Aramco's Supplier Code of Conduct: aramco.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describes how HRs policies are contractual/binding for suppliers: The Company indicates that it requires all suppliers in Saudi Arabia to sign the Supplier Code of Conduct, which along with the Company supplier contractual agreement

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			<p>terms, sets commitments related to human rights, as to prohibiting all forms of child and forced labor, illegal working and living conditions, and violations of locally applicable minimum wages. However, it is not clear if this applies to all business partners, or to suppliers outside Saudi Arabia. [2022 Sustainability Report, 2023: aramco.com]</p> <ul style="list-style-type: none"> • Not Met: Requires EX BPs to cascade contractual/binding HRs policies to their BPs: The Company indicates that its suppliers (plus vendors, manufacturers, contractors, and sub-contractors) shall source goods or services from third parties that meet, at a minimum, country of origin standards for health and safety, working hours, pay, employment conditions and environmental protection. However, no evidence that the Company requires them to cascade down human rights requirements was found. [Acknowledgment of Saudi Aramco's Supplier Code of Conduct: aramco.com]
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 has a mandatory enterprise-wide online Code of Conduct training program, and the Code comprises human rights. However, no information was found on the content of the training. [2022 Sustainability Report, 2023: aramco.com] • 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	0.5	<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 at least 1 on A.1.2.a • Met: Monitors implementation of HRs policy commitments across global ops and EX BPs: The Company states that 'we recognize due diligence in human rights and complying with the Code of Conduct requires thoroughness, to ensure the implementation of our values and standards. Therefore, Aramco regularly examines its businesses, suppliers, government relationships, acquisitions, mergers and divestitures. Our contracting teams inspect our suppliers, especially in high-risk locations, to check for any malpractice, e.g., contractors being paid below minimum wage and/or unsafe living conditions'. [2022 Sustainability Report, 2023: aramco.com] • 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 • Not Met: Discloses findings and number of correction action processes
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"> • Not Met: HRs performance affects selection EX BPs: The Company states in its Supplier Code of Conduct (applicable to all Suppliers, Vendors, Manufacturers, Contractors, and Sub-contractors) that it reserves the right to disqualify any potential Supplier in case of violation of the Code. However, it is not clear if the human rights performance is taken into account in the identification and selection of potential business relationships. [Acknowledgment of Saudi Aramco's Supplier Code of Conduct: aramco.com] • Met: HRs performance affects ongoing BPs relationships: The Company states in its Supplier Code of Conduct (applicable to all Suppliers, Vendors, Manufacturers, Contractors, and Sub-contractors) that it reserves the right to terminate any relationship with a current Supplier which Saudi Aramco has found to be in violation of this Supplier Code of Conduct, without liability. [Acknowledgment of Saudi Aramco's Supplier Code of Conduct: aramco.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes positive HRs incentives for business relationships: The Company states that incentives are provided to help suppliers meet requirements, which include: an Environmental, Social, and Governance factor to drive ESG practices in the local supply chain. However, no evidence was found that these incentives comprise all business partners. [2022 Sustainability Report, 2023: aramco.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Works with EX BPs to meet HRs requirements: The Company indicates that it supports its suppliers to advance their human rights efforts, however, this does not comprise all business relationships and no information related to how it specifically supports was found. [Sustainability report 2021, 2022: aramco.com]
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 • 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 • 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	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 process of identifying risks in own operations • Not Met: Describes process for identifying risks in EX BPs <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation • 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	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 assessment process and discloses salient HRs risks • Not Met: Describes how process applies to EX BPs • Not Met: Public disclosure of results of HRs risk assessment <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	<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 to prevent, mitigate and remediate HRs issues • 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	1.5	<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 Company indicates they have a hotline open to reports regarding any kind of misconduct, including ethical ones. The reports can be done by any stakeholder via email, telephone, facsimile, or via the Company's intranet site. [Sustainability report 2021, 2022: aramco.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and workers made aware

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 states that 'Our suppliers have access to a hotline to report any concerns and their concerns are reviewed seriously by us' and the mechanism is open to all stakeholders, to report any suspected misconduct. [Sustainability report 2021, 2022: aramco.com] • Not Met: Expects EX BPs to convey expectation to their BPs
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 indicates that 'Anyone adversely affected by our business activities has access to Aramco's General Auditor Hotline where they can report any complaint about our operations.' [Sustainability report 2021, 2022: aramco.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware • Not Met: Describes how external individuals/communities access grievance mechanism: The mechanism is open to all the Company's stakeholders. However, no information was found as to whether external stakeholders of the Company's extractive business partners have access to the mechanism to report on misconduct by the Company's extractive business partners. [Sustainability report 2021, 2022: aramco.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 Company indicates that it maintains 'committees to review findings of misconduct committed by personnel or third parties to ensure timely implementation of appropriate and consistent remedial measures', however, no specific description of the procedures for managing the complaints was found. [Sustainability report 2021, 2022: aramco.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: The Company states that 'As part of our continued enhancements to our compliance program, we maintain committees to review findings of misconduct committed by personnel or third parties to ensure timely implementation of appropriate and consistent remedial measures.' However, it is not clear whether it is possible for complainants to appeal against outcomes of the mechanism.
C.5	Prohibition of retaliation for raising complaints or concerns	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: Public statement prohibiting retaliation against workers/stakeholders: The Company indicates that it 'anyone adversely affected by our business activities has access to Aramco's General Auditor Hotline where they can report any complaint about our operations' and that the Company 'has zero tolerance for retaliation, in any form, for good faith reporting of suspected misconduct.' [Sustainability report 2021, 2022: aramco.com] • Met: Describes practical measures to prevent retaliation: The Company indicates the complaints can be done anonymously. [Sustainability report 2021, 2022: aramco.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Specifies no legal action, firing or violence: The Company indicates that it 'has zero tolerance for retaliation, in any form, for good faith reporting of suspected misconduct' and that the complaint 'will not result in disciplinary action or adversely impact an employee's career'. The Company also states that 'Retaliation can take many forms, including threats, intimidation, harassment, bullying, humiliation, negatively changing work responsibilities or conditions, or raising issues against someone maliciously or in bad faith' [Sustainability report 2021, 2022: aramco.com] & [Code of business Conduct, 05/2018: aramco.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • 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 • 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 • Not Met: Describes approach to learning from incidents if no adverse impacts identified
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 discloses that in 2022 there were 293 grievances raised, however there are no more information disclosed. [2022 Sustainability Report, 2023: aramco.com] • 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)	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: Member of EITI • Not Met: Reports of taxes and revenues beyond legal minimums: The Company discloses the income tax payments only to some countries. [Annual Report 2022: aramco.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Reports taxes and revenue by country: The Company discloses the income tax payments only to some countries. [Annual Report 2022: aramco.com] • 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 • 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

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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes process to identify H&S risks and impacts • Met: Discloses injury rate or lost days for last reporting period: The Company discloses the rate of 0.014 (per 200,000 work hours) lost time injuries. [Annual Report 2022: aramco.com] • Met: Discloses fatalities for last reporting period: The Company indicates that five fatalities (one employee and four contractors) happened in 2022. [Annual Report 2022: aramco.com] • Not Met: Discloses occupational disease rate for last reporting period Score 2 <ul style="list-style-type: none"> • Not Met: Set targets for H&S performance: The Company indicates it has a 'target of zero fatalities', however, no further information was found. [Sustainability report 2021, 2022: aramco.com] • Not Met: Met targets or explains why not or actions to improve H&S management systems
D.3.5	Indigenous peoples' rights and free prior and informed consent (FPIC) (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Process to identify/recognise indigenous rights holders • Not Met: Describes how indigenous communities are engaged during assessment Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes approach to identifying land tenure rights holders and negotiating compensation: The Company indicates that its Stakeholder Protection Policy includes their policies relating to land acquisition and handling of land claims, however, this Policy and no other information was not found. [Sustainability report 2021, 2022: aramco.com] Score 2 <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
D.3.7	Security (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes security implementation (incl. VPs or ICOC) and provides an example • Not Met: Ensures Business Partners/JVs follow security approach Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes preventative/corrective action plans for water and sanitation risks: The Company indicates that 'We address the potential impacts of our operations on local communities, in particular ensuring access to clean water' and that 'Given water scarcity in KSA, the Company has a large seawater treatment and injection network of facilities. Seawater is used as the primary source of water for oil production and to ensure clean water is available for our workforce and local communities'. The Company also indicates that it operates multiple focused on 'Establishing and implementing a groundwater protection program which applies strict measures that prevent company operations from impacting groundwater', however, no information related to corrective actions was found. [Sustainability report 2021, 2022: aramco.com] Score 2 <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

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.9	Women's rights (in own extractive operations, which include JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes processes to stop harassment and violence against women • Not Met: Working conditions take into account gender issues • Not Met: Measures and steps to address gender pay gap at all levels of employment Score 2 <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 5.53 out of 80 points scored in themes A-D has been applied to produce a score of 1.38 out of 20 points for theme E.

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