

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name China Petroleum and Chemical Corporation Limited (Sinopec)
Sector Extractives
Overall score 4.8 out of 100

Theme score	Out of	For theme
0.2	10	A. Governance and Policy Commitments
0.2	25	B. Embedding Respect and Human Rights Due Diligence
0.0	20	C. Remedies and Grievance Mechanisms
3.5	25	D. Performance: Company Human Rights Practices
1.0	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 Sustainability report indicates that 'Sinopec Corp. has adopted the laws and regulations related to human rights protection, the National Human Rights Action Plan of China and international human rights conventions as the basic principles and references for its own human rights management and practice, and refrains from any disregard and violation of human rights [...] The Company's human rights requirements are fully applicable to Sinopec's employees, contractors and suppliers'. However no evidence found of a general commitment to respect internationally recognised human rights in a formal policy statement. Current evidence is placed in a sustainability report, which is not considered a suitable source for policy indicators according to CHRB Methodology. [2021 Sustainability report, 27/03/2022: sinopec.com] • Not Met: Universal Declaration of Human rights (UDHR) • Not Met: International Bill of Human Rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to UNGPs • Not Met: Commitment to OECD MNE Guidelines
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental	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 • Not Met: Explicitly lists all four ILO core principles: The Sustainability report indicates that 'Sinopec Corp. has adopted [...] international human rights conventions as the basic principles and references for its own human rights

Indicator Code	Indicator name	Score (out of 2)	Explanation
	Principles and Rights at Work		<p>management and practice, [...]. We strictly abide by China's Regulation on Prohibiting the Use of Child Labour and relevant laws and regulations in overseas markets where we operate, to prohibit the use of child labour. We respect the employees' right of personal freedom and the right to take leave, and prohibit the use of forced labour. We respect the rights and interests of female employees and ethnic minority employees, and strictly prohibit any form of discrimination, such as due to gender, ethnicity, religion and nationality'. However no evidence found of a specific commitment to respect each ILO core area of fundamental human rights, including in a formal policy statement. Current evidence is placed in a sustainability report, which is not considered a suitable source for policy indicators according to CHRB Methodology. [2021 Sustainability report, 27/03/2022: sinopec.com]</p> <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. The report also indicates that 'The Company's human rights requirements are fully applicable to Sinopec's employees, contractors and suppliers'. [2021 Sustainability report, 27/03/2022: sinopec.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 Staff code states that 'We consistently adhere to the "people orientation" and "life and health first" principle, redline "development at the expense of human life", and are committed to being responsible for human life, health and the environment throughout our operations. We strive to achieve harmony between operations and the environment, prioritize safety performance in evaluating operational results, and undertake concrete actions to safeguard life and health'. The sustainability report complements this indicating that 'Sinopec Corp. strictly builds a strong safety defence line, considers safety to be a critical aspect of its operations, and is committed to developing a first-class corporate safety management system'. [2014 Staff Code, 2014: sinopec.com] & [2021 Sustainability report, 27/03/2022: sinopec.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week: The Sustainability report indicates that 'The Company follows the principles of "equality, voluntariness and consensus" and signs written labour contracts with employees, which specifies the content and location of work, working hours and rules for leaves and vacations, remuneration [...]'. However, However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. Commitments are expected to be placed in formal policy statements. [2021 Sustainability report, 27/03/2022: sinopec.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Expects BPs/JVs to commit to H&S of workers: Regarding contractors, 'Sinopec Corp. focuses on increasing contractors' safety skills, safety awareness, and business subcontracting management, and encourages contractors to improve their safety management capabilities to prevent safety accidents from happening'. No evidence found, however, of a formal policy expectation (in a policy document) for extractive business partners to commit to health and safety of their workers. [2021 Sustainability report, 27/03/2022: sinopec.com] • Not Met: Expects BPs/JVs to commit to ILO working hours standards or 48 hour regular work week
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 • 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 indicates that 'The Company attaches great importance to water resources management, and has formulated and implemented Sinopec Measures for Water Resources Conservation, striving to reduce the total amount of fresh water withdrawal for industrial use by no less than 1% per year, comprehensively

Indicator Code	Indicator name	Score (out of 2)	Explanation
			optimise water consumption structure, increase sewage and wastewater reuse, promote the application of water conservation technology, strengthen the management of water pollution prevention and control facilities'. It also states that it 'follows the relevant national laws and regulations on water resources management, applies for water permits in compliance with the requirements of laws and regulations, actively takes water conservation and alternative measures to reduce source water intakes'. However, this subindicator looks for a formal policy statement indicating that it commits to respect the right to water. Current evidence is provided in a sustainability report, which is not considered a suitable source for this indicator according to CHRB methodology. [2021 Sustainability report, 27/03/2022: sinopec.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 • Not Met: Expects EX BPs to make this commitments 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	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 has a Sustainability Committee, however, no information linking this to human rights oversight was found. [Governance system webpage: sinopec.com] • 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 indicates that the 'Remuneration and Appraisal of Directors and Senior Management Personnel...incorporates ESG indicators into the performance appraisal in the form of obligatory targets, mainly including workplace safety (including but not limited to accidents, safety violations, contractor safety)'. However, it is not clear whether this includes safety of workers in the supply chain. [2021 Sustainability report, 27/03/2022: sinopec.com] • 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: The Company indicates that 'Failure to meet the assessment targets will result in the deduction of the comprehensive appraisal scores.... For each deduction of 1 point, a certain percentage of the performance bonus, up to 20%, will be deducted'. However, no

Indicator Code	Indicator name	Score (out of 2)	Explanation
			further information was found related to the criteria linking board remuneration to human rights performance. [2021 Sustainability report, 27/03/2022: sinopec.com] <ul style="list-style-type: none"> • 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	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 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	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Senior manager incentives linked to HRs commitments: The Company indicates that for the Remuneration and Appraisal of Senior Management Personnel, it 'incorporates ESG indicators into the performance appraisal in the form of obligatory targets, mainly including workplace safety (including but not limited to accidents, safety violations, contractor safety)'. [2021 Sustainability report, 27/03/2022: sinopec.com] • 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: The Company indicates that 'For each deduction of 1 point, a certain percentage of the performance bonus, up to 20%, will be deducted'. However, no further information was found related to the criteria linking senior managers' remuneration to human rights performance. [2021 Sustainability report, 27/03/2022: sinopec.com] • 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 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 Score 2 <ul style="list-style-type: none"> • Not Met: Describes how HRs policies are contractual/binding for suppliers • Not Met: Requires EX BPs to cascade contractual/binding HRs policies to their BPs
B.1.5	Training on Human Rights	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 at least 1 on A.1.2.a • Not Met: Describes how workers are trained on HRs policy commitments: Sinopec notes that 'The Company has established various channels for regular and special

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>communication with multiple stakeholders to thoroughly understand their demands and expectations'. In relation to employees it indicates some that one of the 'communication topics' is 'Respect human rights' and one of the 'communication channels' is 'Regular Trainings'. However, it is unclear whether the Company trains its employees on human rights and what this training entails. [2021 Sustainability report, 27/03/2022: sinopec.com]</p> <ul style="list-style-type: none"> • 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 • Not Met: Monitors implementation of HRs policy commitments across global ops and EX BPs: The Company indicates that it evaluates the ESG performance of suppliers in social responsibility, safety management, and other aspects by incorporating health and safety requirements into the supplier qualification audit process. This process encompasses on-site inspection of suppliers, which covers workplace safety emergency management system, HSE, and labour protection measures. However, it is not clear whether these factors comprise human rights or the Company's own global operations. [2022 Sustainability Report, 31/12/2022: sinopecgroup.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Discloses % of EX BP's monitored • Not Met: Describes how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • 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	<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 notes that it 'incorporates sustainability concepts into a compliant, green, and responsible procurement system'. While the Company references in 'labour protection measures' and health and safety in relation to 'Qualification Inspection', this process seems to apply to existing suppliers only. The Company does not appear to mention human rights in relation to its procurement process. [2021 Sustainability report, 27/03/2022: sinopec.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: HRs performance affects ongoing BPs relationships • Not Met: Describes positive HRs incentives for business relationships • Not Met: Works with EX BPs to meet HRs requirements
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 indicates that it has a 'Community Communication and Engagement' process. However, no evidence was found that this covers workers or local communities in its supply chain. [2021 Sustainability report, 27/03/2022: sinopec.com] <p>Score 2</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 • Not Met: Describes how stakeholder 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

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.2	Assessing human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: 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 Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <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 Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <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 Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders Score 2 <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	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Grievance mechanism accessible to all workers: The company indicates that has 'established a whistle blowing policy in its internal control system, providing several channels including online reporting, reporting by letters, appeals and complaint mailbox, etc. to employees to report behaviour that violates the internal control system of the Company.' However, the Company does not make it sufficiently clear that these channels would be suitable to deal with human rights grievances. [2021 Annual report, 2022: sinopec.com] Score 2 <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and workers made aware • Not Met: Describes how workers in EX BPs access grievance mechanism • Not Met: Expects EX BPs to convey expectation to their BPs
C.2	Grievance mechanism(s) for external individuals and communities	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Grievance mechanism accessible to all external individuals and communities: The Company states that 'The Company attaches great importance to communications with stakeholders such as local government and community members, establishes the environment complaint mechanism, discloses environmental information and sets up the 24-hour complaint hotline at key well sites and stations, and takes the initiative to accept social supervision.' However, it is focused in environmental topics and there are no mentions to human rights. [2022 Sustainability Report, 31/12/2022: sinopecgroup.com] Score 2 <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 • Not Met: Expects EX BPs to convey expectation to their BPs
C.3	Users are involved in the design and performance of	0	The individual elements of the assessment are met or not as follows: Score 1 <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

Indicator Code	Indicator name	Score (out of 2)	Explanation
	the mechanism(s)		Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes procedure and timescales for managing complaints or concerns: The Company indicates they have developed specific handling procedures, however, no information related to timescales was found. [2021 Sustainability report, 27/03/2022: sinopec.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describes technical, financial, advisory support to enable equal access • 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	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Public statement prohibiting retaliation against workers/stakeholders: The Company states that 'Those who intentionally disclose the whistle-blower's information or retaliate against the whistle-blower will shall face serious consequences once verified', however, no evidence that this includes stakeholders that raise human rights related grievances was found. [2022 Sustainability Report, 31/12/2022: sinopecgroup.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describes practical measures to prevent retaliation: The Company allows anonymous reporting, however, no evidence that this includes reporting on human rights issues. [2022 Sustainability Report, 31/12/2022: sinopecgroup.com] • 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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive legal rights • Not Met: Does not require confidentiality provisions Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <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 Score 2 <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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved • Not Met: Example of how lessons from mechanism improved HRs management system Score 2 <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: The Company states that 'The Company implements a parallel distribution policy for salary and non-salary incentives, utilising targeted hierarchical management. Its multi-dimensional and multi-level salary distribution system takes into account the value of the position, ability level, and performance contribution. This system covers basic salary, performance bonuses, and medium- to long-term incentives. The Company actively benchmarks its salary performance against the market and, integrates these findings to enhance out salary competitiveness to key, core talent and create a fair salary distribution structure.' However, this does not include a claim that the Company is patting living wages. [Human Capital Management (website), N/A: sinopec.com] • 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 <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Reports taxes and revenue by country: The Company indicates that 'Under the relevant provisions of the British Disclosure Rules and Transparency Rules, the Company disclosed a Resource Country Government Payment Report on the London Stock Exchange website. It made relevant announcements on the Shanghai Stock Exchange and the Hong Kong Stock Exchange subsequently, listing the payments that the Company had made to different governments because of its business activities', however, it is not specified if these reports comprise all countries where it operates [2021 Sustainability report, 27/03/2022: sinopec.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)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Measures to prohibit violence/retaliation against workers for joining trade union • Met: Discloses % of total direct operations covered by CB agreements: The Company indicates that 100% of the employees have labour union membership and that 'In 2021, all the directly affiliated units of the Company actively organised collective negotiations.' [2021 Sustainability report, 27/03/2022: sinopec.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1
D.3.4	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own extractive operations, which includes JVs)	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 to identify H&S risks and impacts: The Company indicates they have a HSE Management System, in which they identify health and safety risks and describes the Safety 'Risk Identification and Mitigation' process and the 'Management of Hazard Risks for Occupational Diseases'. [2021 Sustainability report, 27/03/2022: sinopec.com] • Met: Discloses injury rate or lost days for last reporting period: The Company presents the number of working days lost due to work injuries and total recorded accident rate. [2021 Sustainability report, 27/03/2022: sinopec.com] • Met: Discloses fatalities for last reporting period: The Company discloses the number of deaths due to production safety accidents (2). [2022 Annual Report and Accounts, 24/03/2023: sinopecgroup.com] • Met: Discloses occupational disease rate for last reporting period: The Company discloses the number of newly diagnosed cases of occupational diseases (10). [2022 Sustainability Report, 31/12/2022: sinopecgroup.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Set targets for H&S performance: The Company indicates targets of zero casualty and zero accident, however, no targets for injury rates, lost days or occupational disease were found. [2021 Sustainability report, 27/03/2022: sinopec.com] • Not Met: Met targets or explains why not or actions to improve H&S management systems

Indicator Code	Indicator name	Score (out of 2)	Explanation
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 engage 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 indentifying lang tenure rights holders and negotiating compensation 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: The Company describes its security approach, however, no information related to security providers was found. [2021 Sustainability report, 27/03/2022: sinopec.com] Score 2 <ul style="list-style-type: none"> • Not Met: Ensures Business Partners/JVs follow security approach • 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 states that 'Adhering to the water resource management principle of "prioritising conservation and balancing the production and supply", Sinopec Corp. formulated and implemented the Measures for Water Resources Conservation and aims to reduce the amount of freshwater for industrial use by 1% annually. Additionally, the Company systematically optimises the water consumption structure, implements the project of replacing clean water with wastewater, and strengthens the reuse of sewage and wastewater. Moreover, the Company attaches great importance to the investigation and monitoring of groundwater to prevent groundwater pollution.' However, no statement was found addressing preventative or corrective action plans for sanitation. [2022 Sustainability Report, 31/12/2022: sinopecgroup.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
D.3.9	Women's rights (in own extractive operations, which include 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 processes to stop harassment and violence against women • Met: Working conditions take into account gender issues: The Company states that 'Concerning addressing the specific needs of female employees, the Company established a female worker committee within the labour union to provide special care to its female workers. To effectively protect the rights and interests of female employees from the source, the Company requires all labour contracts and collective contracts to contain provisions for protecting the rights of female employees to be valid and effective. Regarding its operation, the Company attaches importance to labour safety and the health of female employees in the production process, organizes hygiene supervision and inspection, and continuously improves their work environments and conditions.' [2022 Sustainability Report, 31/12/2022: sinopecgroup.com] Score 2 <ul style="list-style-type: none"> • Not Met: Measures and steps to address gender pay gap at all levels of employment • 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 3.86 out of 80 points scored in themes A-D has been applied to produce a score of 0.96 out of 20 points for theme E.

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