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## INTRODUCTION

The Key Performance Indicators (KPIs) that we are reporting in 2020 were drawn from our materiality process and overall business objectives. They align with the Global Reporting Initiative (GRI) Standards (Core option).

The table below lists the issues that were assessed in 2020 to be the most important to Cairn and its stakeholders (high materiality) together with KPIs from those subject areas. These KPIs are denoted in the following data sections with a ★, and definitions and methodology notes are provided.

Material issue	Key Performance Indicator
ABC – Contractors and Suppliers	Employees trained in Cairn's anti-corruption policies and procedures (number/%)
	Total communicated to on anti-corruption policies and procedures (number/%)
	Operations assessed for risks related to corruption (number/%)
Business Partners Alignment on CR Issues	Investment proposals that covered results of CR due diligence (%)
	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening (number/%)
Tax and Payments to Governments	Payments to governments (US\$'000)
Funding	Covered in the 2020 CR Report and AR 2020. Implement funding strategy to support exploration, appraisal and development activity and to mitigate any downside revenue scenarios.
Investment (home and overseas)	Covered in the 2020 CR Report and AR 2020. Implement funding strategy to support exploration, appraisal and development activity and to mitigate any downside revenue scenarios.
JV Partners and Funding	Covered in the 2020 CR Report and AR 2020. Implement funding strategy to support exploration, appraisal and development activity and to mitigate any downside revenue scenarios.
Cairn ABC Practices (personnel)	Operations assessed for risks related to corruption (number/%)
	Money paid to political parties and institutions (£)

Material issue	Key Performance Indicator
Climate Change Policy and Planning	Covered in the 2020 CR Report. We conducted a climate change portfolio resilience review.
Global Energy Transition	Covered in the 2020 CR Report. Our 2020 CDP classification was B, higher than in 2019.
Major Accident Prevention	Lost Time Injury Frequency (lost time injuries per million hours worked)
	Total Recordable Injury Rate (total recordable injuries per million hours worked)
	Spills to the environment (number and volume)
Workplace Safety	Lost Time Injury Frequency (lost time injuries per million hours worked)
	Total Recordable Injury Rate (total recordable injuries per million hours worked)
	New supplier screening (%)
Contractor Selection, Capacity and Leadership	Covered in the 2019 CR Report and AR 2020. Implement funding strategy to support exploration, appraisal and development activity and to mitigate any downside revenue scenarios.
Personnel Security and Travel	New supplier screening (%)
Asset Security	Security incidents (number)
Security and Human Rights	Security personnel that received human rights training (%)
	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening (number/%)
Local Community Stakeholders	Managers hired from the local population (national managerial employees) (%)
	Total national and non-national contractors (%)

Material issue	Key Performance Indicator
Demonstrating Value Created	Social investment (£)
	Total proportion of spending on local suppliers (%)
Working Conditions/T&Cs	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening (number/%)
GHG Emissions (including venting and flaring)	Greenhouse gas emissions (GHG) – Scopes 1, 2 and 3 (tonnes CO <sub>2</sub> e)
	GHG normalised to total employee and contractor hours worked (tonnes CO <sub>2</sub> e per 1,000 hours worked)

## DATABASE

Corporate Responsibility (CR) KPI data is collected for monitoring and reporting purposes and is maintained in a specialist database. This database records data by geographical region, and defines the KPIs to be measured and the frequency at which data should be recorded. Data entry and approval are tracked within the database.

We use definitions set by the GRI and International Association of Oil & Gas Producers (IOGP) to provide comparable and credible data that can be benchmarked against our peers in the oil and gas sector, remote and virtual channels of communication in 2020.

## SCOPE AND BOUNDARIES

We report on an 'operational control' basis. This means that we report on those assets and activities over which we have control in terms of CR policies and practices, irrespective of the licensed operating party. We exclude data where we do not control operations, but we do consider risks associated with our partners' position and their control of such activities. In line with this, our 2020 CR KPI data covers Cairn's head office in Edinburgh, our regional offices in the UK, Norway, Senegal and Mexico, and field operations in Mexico.

We report CR data in line with the calendar year, i.e. 1 January to 31 December.

## BASELINE DATA

We report historical data from all our activities over the last five years. Levels of activity at Cairn vary considerably from year to year, so we do not have a fixed baseline or historical reference point.

For more details about how we collect and report our CR data please refer to p72–73 of the 2020 CR Report.

Restated data in this report is marked with a ★.

## PEOPLE

## HEALTH AND WELL-BEING

## Total hours worked (hours)

	2016	2017	2018	2019	2020
Employees <sup>1</sup>	341,745	398,750	399,465	419,700	355,350
Contractors <sup>2</sup>	615,873	667,302	139,937	647,920	338,407

Hours worked by employees<sup>1</sup> (hours)

	2016	2017	2018	2019	2020
Mexico	n/a	296	8,544	23,508	26,976
Norway	54,080	63,218	64,336	81,712	11,931
Senegal	19,840	17,000	15,800	8,792	7,040
Suriname	n/a	n/a	n/a	n/a	n/a
United Kingdom	265,177	316,492	309,805	305,688	309,403

Hours worked by contractors<sup>2</sup> (hours)

	2016	2017	2018	2019	2020
Mexico	n/a	n/a	0	394,546	334,240
Norway	0	0	0	83,342	0
Senegal	591,887	651,422	11,708	11,215	4,167
Suriname	n/a	n/a	n/a	26,810	0
United Kingdom	23,986	15,881	128,229	82,111	0

## Definitions

**1: Employees (staff):** person employed by, and on the payroll of, Cairn. Persons employed under short-service contracts are included as Cairn employees provided they are paid directly by Cairn. Cairn has a lot of other individuals who work on behalf of Cairn in the office. Those who are contracted for more than three months to an organisational position are categorised as 'other workers' (non-staff) and these individuals are included as employees for the purposes of reporting health and safety statistics, including hours worked. 'Other workers' are not included in absenteeism data which is applicable to employees only.) They are not paid directly by Cairn but through their employing organisation.

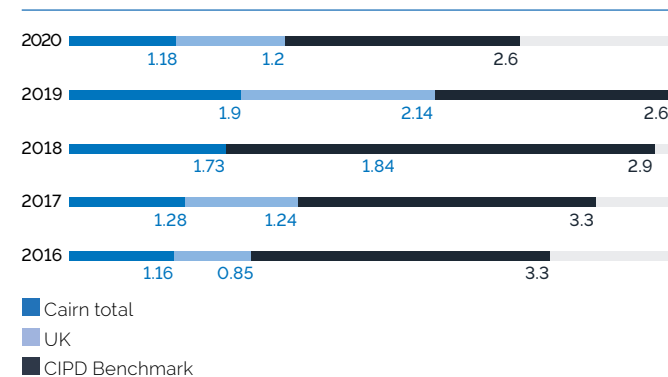
**2: Contractor:** someone contracted to work on Company business on a temporary basis in field-based positions, a subcontractor through another company, or someone contracted to work on Company business for less than three months in an office-based position. These people are not paid directly by Cairn but through their employing organisation.

Note: Hours worked are collected for employees and for contractors. Employee hours are derived primarily from Cairn's time-writing system that UK and Norway employees use to log their working hours. Employee hours include hours worked by non-staff as these are captured in the time-writing system. Cairn's Human Resources department compiles the figures and enters them into the database each month.

Hours worked by field-based contractors are collected monthly, together with other HSE KPI data, from each vessel, rig, aircraft and shore base. For offshore workers, the hours are often calculated on a 12 hours per work day basis.

Hours worked by short-term (less than three months) office-based contractors were collected for the first time in 2016. Figures for Dakar office contractors are obtained monthly in the form of timesheets. The remaining figures are compiled at the end of the year using a list of non-timewriting personnel obtained from our Accounts department, and has to be estimated in most cases.

## Total absenteeism rates (%)



**Note:** This data covers employees only (and not 'other workers'/personnel who are contracted for more than 3 months to an organisational position). Contractor absenteeism is the responsibility of the contractor, and is not monitored by Cairn for reporting purposes.

**Note:** CIPD is the Chartered Institute of Personnel and Development in the UK. The CIPD benchmark provided here is their figure for the mean level of employee absence, per employee per annum (average working time lost per year (%)) and is applicable to the UK only.

### Employee absenteeism and gender breakdown (%)

	2016	2017	2018	2019	2020
Cairn total/male/female	1.16/0.69/1.67	1.28/0.32/2.32	1.73/1.29/2.22	1.9/1.78/2.02	1.18/1.06/1.31
Mexico total/male/female	n/a/n/a/n/a	0.00/0.00/n/a	0.00/0.00/0.00	0.00/0.00/0.00	0.87/0.00/1.53
Norway total/male/female	3.05/1.84/4.58	1.85/1.15/2.66	1.59/0.97/2.39	1.36/0.55/2.36	n/a
Senegal total/male/female	0.00/0.00/n/a	0.00/0.00/0.00	0.80/0.00/1.33	0.00/0.00/0.00	0.00/0.00/0.00
United Kingdom total/male/female	0.85/0.47/1.24	1.24/0.17/2.39	1.84/1.44/2.27	2.14/2.25/2.03	1.2/1.1/1.31

**Note:** Data for absenteeism in Norway is not available as it is calculated at the end of the year. Norwegian office was closed on 29 February 2020, thus there were no Cairn employees at the end of 2020 in Norway.

### ACCIDENT PREVENTION AND SAFETY

#### Occupational safety

#### Lost Time Injury Frequency (LTIF)

(Lost time injuries per million hours worked)

	2016	2017	2018	2019	2020
Cairn total	1.04	0	0	0	0
Employees	0	0	0	0	0
Contractors	1.62	0	0	0	0
IOGP Benchmark	0.27	0.27	0.26	0.24	0.26*

\* The benchmark used is the latest available IOGP figure at the beginning of the year for the industry overall; for the beginning of 2020 it was the figure for 2018.

**Note:** Lost Time Injury Frequency is defined as the number of lost time injuries (fatalities + lost work day cases) per 1,000,000 hours worked (IOGP).

**Note:** IOGP is the International Association of Oil and Gas Producers. We have included overall IOGP benchmark figures (average of onshore and offshore for employees and contractors).

**Note:** Cairn TRIR and LTIF statistics can be higher than the IOGP benchmark after only one incident, or a small number of incidents, because our exploration activities often last for only a short time period, so there are relatively few hours worked compared with ongoing production and other long-term operations.

#### LTIF and country breakdown

(Lost time injuries per million hours worked) ★

	2016	2017	2018	2019	2020
Mexico	0.00	0.00	0.00	0.00	0.00
Norway	0.00	0.00	0.00	0.00	0.00
Senegal	1.63	0.00	0.00	0.00	0.00
Suriname	0.00	0.00	0.00	0.00	0.00
UK	0.00	0.00	0.00	0.00	0.00

#### LTIF and gender breakdown

(Lost time injuries per million hours worked) ★

	2016	2017	2018	2019	2020
Male	1.26	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00	0.00

### Total Recordable Injury Rate (TRIR)

(Total recordable injuries per million hours worked) ★

	2016	2017	2018	2019	2020
Cairn total	1.04	1.88	0	0.98	0
Employees	0	0	0	0	0
Contractors	1.62	3.00	0	1.67	0
IOGP Benchmark	1.03	0.96	0.99	0.92	0.99

\* The benchmark used is the latest available IOGP figure at the beginning of the year for the industry overall; for the beginning of 2020 it was the figure for 2018.

**Note:** Total Recordable Injury Rate is defined as the number of recordable injuries (fatalities, lost work day cases, restricted work day cases and medical treatment cases) per 1,000,000 hours worked (IOGP).

**Note:** IOGP is the International Association of Oil and Gas Producers. We have included overall IOGP benchmark figures (average of onshore and offshore for employees and contractors).

**Note:** Cairn TRIR and LTIF statistics can be higher than the IOGP benchmark after only one incident, or a small number of incidents, because our exploration activities often last for only a short time period, so there are relatively few hours worked compared with ongoing production and other long-term operations.

**TRIR and country breakdown** (Total recordable injuries per million hours worked)

	2016	2017	2018	2019	2020
Morocco	0.00	0.00	0.00	n/a	0.00
Mexico	n/a	n/a	0.00	2.39	0.00
Norway	0.00	0.00	0.00	0.00	0.00
Senegal	1.63	2.99	0.00	0.00	0.00
Suriname	0.00	0.00	0.00	0.00	0.00
United Kingdom	0.00	0.00	0.00	0.00	0.00

**TRIR and gender breakdown**

(Total recordable injuries per million hours worked) ★

	2016	2017	2018	2019	2020
Male	1.26	2.25	0.00	1.21	0.00
Female	0.00	0.00	0.00	0.00	0.00

**Total Lost Day Rate (LDR)**

(Lost days per 200,000 hours worked)

	2016	2017	2018	2019	2020
Cairn total	4.18	0.00	0.00	0.00	0.00
Employees	0.00	0.00	0.00	0.00	0.00
Contractors	6.49	0.00	0.00	0.00	0.00

**Note:** The GRI definition is used for this indicator. IOGP definitions are used for the rest of health and safety statistics, but no Lost Day Rate definition is provided by IOGP.

**Total Recordable Injuries (TRI) (number)**

	2016	2017	2018	2019	2020
Cairn total	1	2	0	1	0
Employees	0	0	0	0	0
Contractors	1	2	0	1	0

**Note:** TRI is defined as the sum of fatalities + lost work day cases + restricted work day cases + medical treatment cases.

**Fatalities (number)**

	2016	2017	2018	2019	2020
Employees	0	0	0	0	0
Contractors	0	0	0	0	0
Third parties	0	0	0	0	0

**Note:** Fatalities: cases that involve one or more people who died as a result of a work-related incident or occupational illness (IOGP).

**Note:** A third party is a person with no business relationship with Cairn.

**Lost Work Day Cases (LWDC) (number)**

	2016	2017	2018	2019	2020
Cairn total	1	0	0	0	0
Employees	0	0	0	0	0
Contractors	1	0	0	0	0

**Note:** A Lost Work Day Case is defined as any work-related injury, other than a fatal injury, which results in a person being unfit for work on any day after the day of occurrence of the occupational injury. 'Any day' includes rest days, weekend days, leave days, public holidays or days after ceasing employment (IOGP).

**LWDC country breakdown and gender breakdown (number)**

	2016	2017	2018	2019	2020
Cairn total					
male/female	1/0	0/0	0/0	0/0	0/0
Senegal					
male/female	1/0	0/0	0/0	0/0	0/0

**Days unfit for work (lost work days) (days)**

	2016	2017	2018	2019	2020
Cairn total	20	0	0	0	0
Employees	0	0	0	0	0
Contractors	20	0	0	0	0

**Note:** Days unfit for work are defined as the sum total of calendar days (consecutive or otherwise) after the days of the occupational injuries on which the people involved were unfit for work and did not work.

**Restricted Work Day Cases (RWDC) (number)**

	2016	2017	2018	2019	2020
Cairn total	0	0	0	1	0
Employees	0	0	0	0	0
Contractors	0	0	0	1	0

**Note:** A Restricted Work Day Case is defined as any work-related injury other than a fatality or lost work day case which results in a person being unfit for full performance of the regular job on any day after the occupational injury. Work performed might be an assignment to a temporary job, part-time work at the regular job or continuation full-time in the regular job but not performing all the usual duties of the job. Where no meaningful restricted work is being performed, the incident is recorded as a Lost Work Day Case (LWDC).

**RWDC country breakdown and gender breakdown (number)**

	2016	2017	2018	2019	2020
Cairn total					
male/female	0/0	0/0	0/0	1/0	0/0
Mexico					
male/female	0/0	0/0	0/0	1/0	0/0

**Medical Treatment Cases (MTC) (number)**

	2016	2017	2018	2019	2020
Cairn total	0	2	0	0	0
Employees	0	0	0	0	0
Contractors	0	2	0	0	0

**Note:** A Medical Treatment Case is defined as a case that is not severe enough to be reported as a fatality or lost work day case or restricted work day case but is more severe than requiring simple first aid treatment.

**MTC country breakdown and gender breakdown (number)**

	2016	2017	2018	2019	2020
Cairn total					
male/female	0/0	2/0	0/0	0/0	0
Senegal					
male/female	0/0	2/0	0/0	0/0	0
United Kingdom					
male/female	0/0	0/0	0/0	0/0	0

**Critical incident risk management (rate)**

	2016	2017	2018	2019	2020
Process safety event (PSE) rates for Loss of Privacy Containment (LOPC) of greater consequence (Tier 1)	n/a	n/a	n/a	n/a	0

**Note:** A Restricted Work Day Case is defined as any work-related injury other than a fatality or lost work day case which results in a person being unfit for full performance of the regular job on any day after the occupational injury. Work performed might be an assignment to a temporary job, part-time work at the regular job or continuation full-time in the regular job but not performing all the usual duties of the job. Where no meaningful restricted work is being performed, the incident is recorded as a Lost Work Day Case (LWDC).

**Note:** Health and safety data includes employees and contractors unless where specifically stated it is broken down by employee/contractor.

**Note:** An employee is a person employed by and on the payroll of Cairn. Persons employed under short-service contracts are included as Cairn employees provided they are paid directly by Cairn. Cairn has a lot of other individuals who work on behalf of Cairn in the office. Those who are contracted for more than three months to an organisational position are categorised as 'other workers' and these individuals are included as employees for the purposes of reporting health and safety statistics, including hours worked. ('Other workers' are not included in absenteeism data which is applicable to employees only; nor are they included in any other employee data.). They are not paid directly by Cairn but through their employing organisation.

**Note:** A contractor is someone contracted to work on Company business on a temporary basis in field based positions, a subcontractor through another company, or someone contracted to work on Company business for less than three months in an office-based position. These people are not paid directly by Cairn but through their employing organisation.

**Note:** A third party is a person with no business relationship with Cairn.

**Note:** In 2018 GRI have introduced a recommendation to report the number and rate of high-consequence work-related injuries (excluding fatalities). There have been no high-consequence work-related injuries during Cairn operations in 2020.

**Note:** There have been no recordable occupational diseases or incidents of work related ill health over the last 5+ years so no data has been reported for this indicator.

**Note:** Records of all incidents, including all recordable injuries, are kept in our online incident reporting system. Contractors are required to report all incidents to Cairn management as soon as possible after the event (and within 12 hours), and the details are logged in our incident reporting system, which keeps key personnel informed, by email, about progress with the reporting and investigation.

**Note:** Details about how we collect and record hours worked data are provided in the hours worked section on p4.

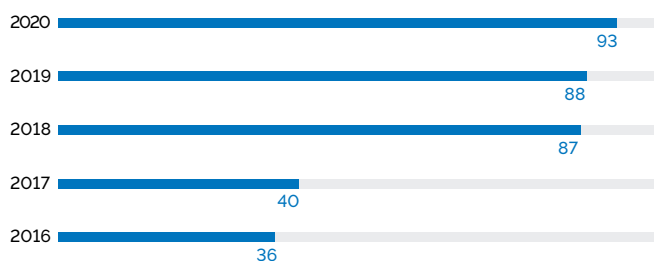
**Note:** Data has been provided for individual countries where applicable health and safety incidents have taken place.

## PROCESS SAFETY

There have been 0 process safety events in 2020.

## CONTRACTORS

## Total proportion of spending on local suppliers (%) ★



## Proportion of spending on local suppliers (%) ★

	2016	2017	2018	2019	2020
Côte d'Ivoire	n/a	n/a	n/a	15	0.5
Greenland	66	2	83	100	n/a
Ireland	12	5	9	8	56
Malta	0	0	n/a	n/a	n/a
Mexico	n/a	10	20	88	96.4
Morocco	1	3	100	99	n/a
Nicaragua	n/a	n/a	n/a	100	96.2
Norway	96	89	92	95	96.8
Senegal	18	24	79	93	99.7
Spain	51	n/a	n/a	n/a	n/a
Suriname	n/a	n/a	0	1	45.3
United Kingdom	69	77	94	86	91.3

**Note:** Local suppliers are considered as those operating from the country of operation. They are classified as such by having a local address and where appropriate further registration as may be required by local authorities to recognise these companies officially (NINEA number for example in Senegal).

**Note:** We break down this data by country as our 'significant locations of operation'.

**Note:** Expenditure figures are pulled together through a system report of all invoices booked during the reporting year. Non-operated costs are excluded. A subset of figures is then produced which includes only invoices from local suppliers.

**Note:** Figures are provided in local transactional currency and converted into pounds sterling using the year-to-date average exchange rate.

**Calculation:** Expenditure on local suppliers/total expenditure x 100.

## New supplier screening (%) ★

	2016	2017	2018	2019	2020
Environmental	90	80	95	100	100
Impacts on society	80	60	42	100	100
Labour practices	90	80	53	100	100
Human rights	75	60	58	100	100

**Note:** This data shows the percentage of significant new suppliers (any that require approval from Cairn's Contracts Committee) that were screened for corporate responsibility risks in four different areas as shown, i.e. environmental, impacts on society, labour practices and human rights. This data is compiled by reviewing Cairn's Contracts Committee records to identify new suppliers that Cairn selected during the reporting year. Tender and contract documentation for those suppliers are then reviewed to identify which CR risks are covered in the screening process for each one.

**Notes:** In 2016, 18 out of 20 new suppliers were screened for CR risks; the remaining two (10%) were international suppliers of IT/software-related services for which CR issues were not considered a particular risk.

In 2017, three out of five significant new suppliers were screened for CR risks in all four areas. The other two included a metocean equipment and data contract which was screened for HSE and a seismic processing (deskbased) contract which was considered low risk.

In 2018, only one of the 19 significant new suppliers was not screened; it was a software supplier.

In 2019, screening new suppliers for corporate responsibility risks became mandatory and 100% of new suppliers have been screened.

In 2020, 100% of new suppliers have been screened.

**Calculation:** Number of new suppliers that Cairn selected during the reporting year that were screened for CR risks in each of the four key areas/number of new suppliers that Cairn selected during the reporting year x 100.



## EMPLOYEES

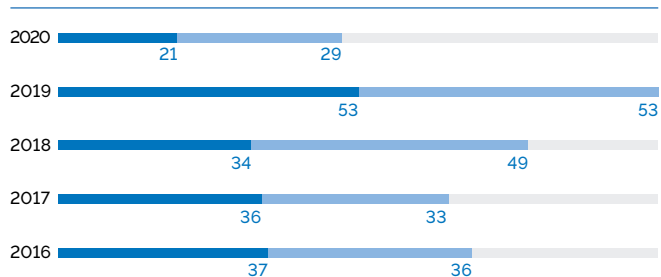
**Total employee training and gender breakdown**

(average hours per employee)

	2016	2017	2018	2019	2020
Cairn total	36	34	44	53	26
Cairn male/female	43/24	38/29	45/44	48/57	28/25

**Total management and non-management training**

(average hours per employee)



- Management grade employees
- Non-management grade employees

**Note:** Management is defined as personnel that have responsibility for managing other people, including senior management, middle management and team leaders.

**Note:** Some senior roles, e.g. in the Technical department, do not include responsibility for managing other people.

**Note:** Total employee training hours in 2020 was significantly lower due to cancellation of trainings following the Covid-19 pandemic restrictions.

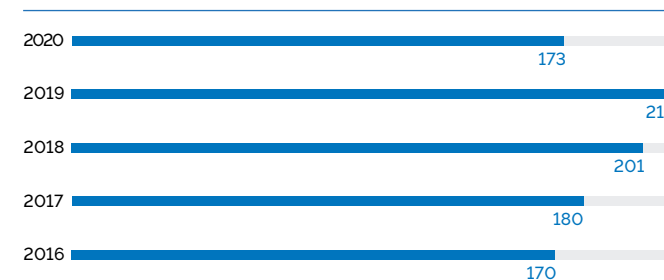
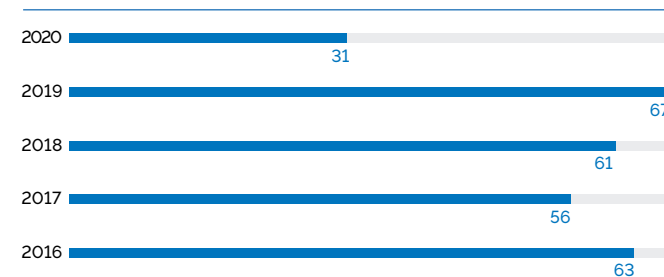
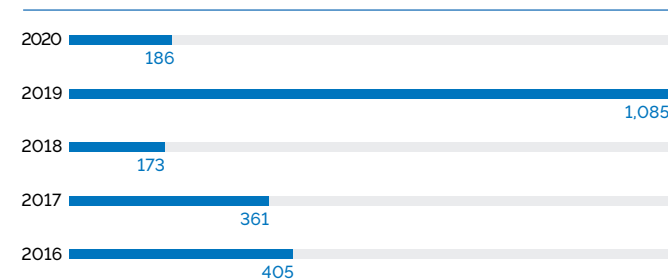
**Total performance and career development reviews**

(% of employees)

	2016	2017	2018	2019	2020
Cairn total	100	100	100	100	100
Male	100	100	100	100	100
Female	100	100	100	100	100
Management grade employees	100	100	100	100	100
Non-management grade employees	100	100	100	100	100

**Equality and diversity**

Cairn workforce: a snapshot (number)

**Total employees<sup>1</sup> (number)****Total 'other workers'<sup>3</sup> (number)****Total contractors<sup>2</sup> (number)**

**Cairn workforce: a snapshot with country and gender breakdown** (number)

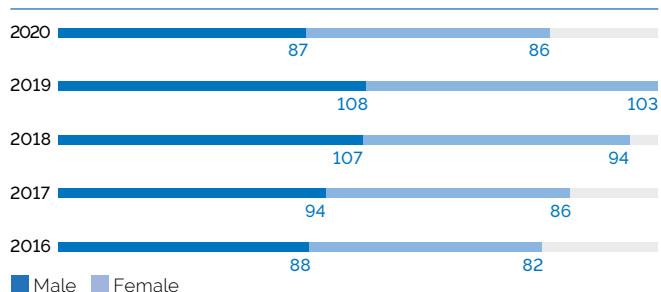
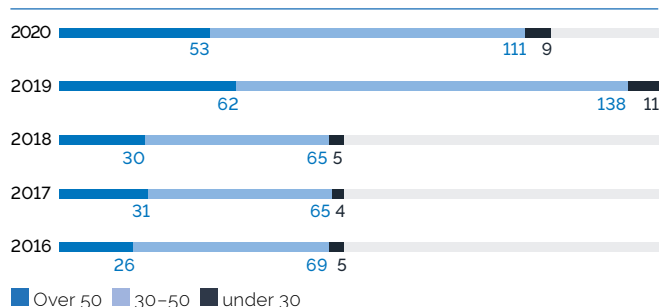
	2016	2017	2018	2019	2020
<b>Cairn total</b>					
Employees <sup>1</sup> /other workers <sup>3</sup> /contractors <sup>2</sup>	170/63/405	180/56/361	201/61/173	211/67/1,085	173/31/186
Employees male/female	88/82	94/86	107/94	108/105	87/86
Other workers male/female	46/17	41/15	45/16	52/15	23/8
Contractors male/female	385/20	348/13	152/21	1,024/61	180/6
<b>Mexico</b>					
Employees <sup>1</sup> /other workers <sup>3</sup> /contractors <sup>2</sup>	n/a/n/a/n/a	1/0/0	5/3/0	6/8/465	7/5/184
Employees male/female	n/a/n/a	1/0	3/2	3/3	3/4
Other workers male/female	n/a/n/a	0/0	0/3	4/4	2/3
Contractors male/female	n/a/n/a	0/0	0/0	451/18	178/6
<b>Norway</b>					
Employees <sup>1</sup> /other workers <sup>3</sup> /contractors <sup>2</sup>	25/4/0	28/8/0	41/11/0	44/16/167	n/a
Employees male/female	14/11	15/13	24/17	25/19	n/a
Other workers male/female	2/2	7/1	8/3	12/4	n/a
Contractors male/female	0/0	0/0	0/0	161/9	n/a

	2016	2017	2018	2019	2020
<b>Senegal</b>					
Employees <sup>1</sup> /other workers <sup>3</sup> /contractors <sup>2</sup>	1/8/389	5/4/354	2/4/8	3/2/13	1/2/2
Employees male/female	1/0	3/2	1/1	2/1	0/1
Other workers male/female	4/4	2/2	2/2	0/2	0/2
Contractors male/female	373/16	342/12	5/3	11/2	2/0
<b>Suriname</b>					
Employees <sup>1</sup> /other workers <sup>3</sup> /contractors <sup>2</sup>	n/a/n/a/n/a	n/a/n/a/n/a	n/a/n/a/n/a	0/0/50	n/a
Employees male/female	n/a/n/a	n/a/n/a	n/a/n/a	0/0	n/a
Other workers male/female	n/a/n/a	n/a/n/a	n/a/n/a	0/0	n/a
Contractors male/female	n/a/n/a	n/a/n/a	n/a/n/a	47/3	n/a
<b>United Kingdom</b>					
Employees <sup>1</sup> /other workers <sup>3</sup> /contractors <sup>2</sup>	143/51/16	145/44/7	153/43/165	158/41/349	165/24/0
Employees male/female	73/70	75/70	79/74	78/80	83/82
Other workers male/female	40/11	32/12	35/8	36/5	21/3
Contractors male/female	13/3	6/1	147/18	354/29	0/0

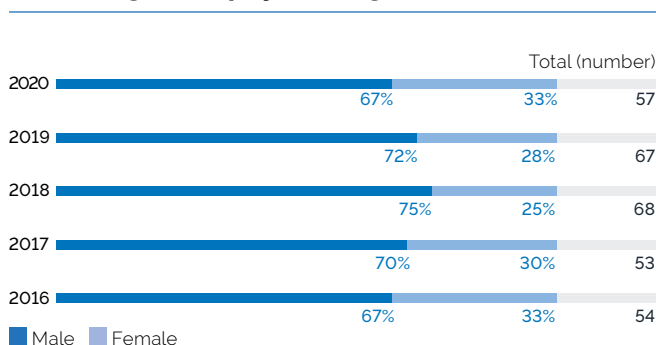
**Note:** Total number of employees/other workers/contractors was given as of the end of 2020. By that time office of Cairn Energy in Norway was closed. No data on the employees is added into this table.

**Employees<sup>1</sup> by contract type (number)**

**Note:** A permanent contract of employment is a contract with an employee for full-time or part-time work for an indeterminate period. A fixed-term contract is a contract of employment that ends when a specific time period expires.

**Employees<sup>1</sup> by gender (number)****Employees<sup>1</sup> by age group (%)****Employees<sup>1</sup> from minority groups (%)**

	2016	2017	2018	2019	2020
Cairn total	3	3	2	8	8

**Total managerial employees<sup>1</sup> and gender breakdown (%)**

**Note:** Managerial employees are employees that have responsibility for managing other people, including senior management, middle management and team leaders.

**Note:** Some senior roles, e.g. in the Technical department, do not include responsibility for managing other people.

**Managerial employees<sup>1</sup> and gender breakdown by country (%)**

	2016	2017	2018	2019	2020
Mexico male/female	n/a/n/a	n/a/n/a	100/0	100/0	100/0
Norway male/female	71/29	60/40	80/20	83/17	n/a
Senegal male/female	100/0	50/50	50/50	50/50	0/100
United Kingdom male/female	65/35	72/28	74/26	69/31	67/33

**National and non-national employees****Total national and non-national employees<sup>1</sup> (%)**

	2016	2017	2018	2019	2020
Cairn total national/non-national			80/20	80/20	88/12
Mexico national/non-national			60/40	67/33	71/29
Norway national/non-national			61/39	50/50	n/a
Senegal national/non-national			50/50	67/33	100/0
United Kingdom national/non-national			86/14	89/11	89/11

**Note:** National employees are from the country of operation, i.e. having the nationality (born or naturalised) of that country. Non-national employees are not from the country of operation, i.e. not having the nationality of that country.

**Note:** We used to collect a similar set of employee data split by national/expatriate; however, we changed the categorisation in 2018 to better reflect our needs. For this reason, this data is only available from 2018.

**Total national and non-national contractors<sup>2</sup> (%)**

	2016	2017	2018	2019	2020
Cairn total national/ non-national	23/77	19/81	80/20	67/33	54/46
Mexico national/ non-national	n/a	n/a	n/a	57/43	53/47
Norway national/ non-national	n/a	n/a	n/a	100/0	n/a
Senegal national/ non-national	20/80	18/82	100/0	77/23	100/0
Suriname national/ non-national	n/a	n/a	n/a	6/94	n/a
United Kingdom national/ non-national	100/0	100/0	79/21	73/27	n/a

**Note:** National contractors are from the country of operation, i.e. having the nationality (born or naturalised) of that country. Non-national contractors are not from the country of operation, i.e. not having the nationality of that country.

**Note:** When contractor numbers are collected each month, the numbers that are national and non-national are provided. At the end of the year, the same monthly figures that are used to calculate the number of contractors (see footnotes) are used to calculate the number of national contractors.

**Note:** When recording numbers of short-term office-based contractors in the UK (e.g. using the non-time-writing personnel list), it is not always known whether these contractors are national or non-national as these details are not currently recorded. In such cases, we assume the contractors are national.

**Calculation:** Number of national contractors/total number of contractors x 100.

**Managerial employees hired from the local population (national managerial employees) (%) ★**

	2016	2017	2018	2019	2020
Mexico	n/a	n/a	n/a	0	0
Norway	86	100	70	58	n/a
Senegal	0	50	50	50	0
United Kingdom	-	-	91	94	91

**Note:** This data covers employees and not contractors.

**Note:** Managerial employees are employees that have responsibility for managing other people, including senior management, middle management and team leaders. N.B. Some senior roles, e.g. in the Technical department, do not include responsibility for managing other people.

**Note:** Managerial employees hired from the local population are defined as managerial employees who are national, i.e. having the nationality (born or naturalised) of that country.

**Calculation:** Number of national managerial employees / total number of managerial employees x 100.

**Note:** We used to collect a similar set of managerial employee data split by national/expatriate; however, we changed the categorisation in 2018 to better reflect our needs. For this reason, this data is only available for the UK from 2018.

**1: An employee (staff)** is a person employed by and on the payroll of Cairn. Persons employed under short-service contracts are included as Cairn employees provided they are paid directly by Cairn. Personnel who are contracted for more than three months to an organisational position and who are categorised as 'other workers' in the database are not included in the employee numbers for this indicator.

**2: A contractor** is someone contracted to work on Company business on a temporary basis in field-based positions or a subcontractor through another company, or someone contracted to work on Company business for less than three months in an office-based position. These people are not paid directly by Cairn but through their employing organisation.

Field-based contractors: Many field-based contractors work on rotation (back-to-back), e.g. one month on, one month off, so it is not practical or meaningful to give the total number of individuals who have worked as contractors on Cairn projects throughout the year. Instead we provide the total number of contractor positions.

Short-term (less than three months) office-based contractors: Data on numbers of short-term office contractors were collected for the first time in 2016.

Data on numbers of field-based contractors and some short-term office-based contractors are collected and entered into the database each month. At the end of the year, the highest monthly figures are taken from each vessel/rig/base/office and these are added together to give the total number of contractors. Short-term office-based contractor data that is not available monthly is entered into the database as a total at the end of the year.

**3: 'Other workers' (non-staff)** are defined as personnel who are contracted for more than three months in an organisational position. They form part of Cairn's organisational workforce in the office and are not included in the contractor numbers.

**Note:** Data has been provided for individual countries where there are relevant employees and contractors.

## New hires

### Total new hires, rate of new hires and gender breakdown (number/%)

	2016	2017	2018	2019	2020
Cairn total	25/15	24/13	36/18	31/15	21/12
Male	12/14	11/12	20/19	11/10	12/14
Female	13/16	13/15	16/17	20/19	09/10

### Total new hires, rate of new hires and country breakdown (number/%)

	2016	2017	2018	2019	2020
Cairn total	25/15	24/13	36/18	31/15	21/12
Mexico	n/a/n/a	1/100	4/80	1/16	1/14
Norway	4/16	5/18	10/24	9/20	n/a
Senegal	0/0	5/100	1/50	1/33	0/0
United Kingdom	21/15	13/9	21/14	20/13	20/12

### Total new hires, rate of new hires and age group breakdown (number/%)

	2016	2017	2018	2019	2020
Cairn total	25/15	24/13	36/18	31/15	21/12
Over 50	3/7	6/11	8/13	4/7	5/9
30–50	18/15	17/14	24/18	22/16	13/12
Under 30	4/44	1/14	4/40	5/46	3/33

## Turnover

### Total employees leaving employment, rate of turnover and gender breakdown (number/%)

	2016	2017	2018	2019	2020
Cairn total	5/3	9/5	6/3	12/6	4/2
Male	0/0	3/3	2/2	7/6	3/4
Female	5/6	6/7	4/4	5/5	1/1

### Total employees leaving employment, rate of turnover and country breakdown (number/%)

	2016	2017	2018	2019	2020
Cairn total	5/3	9/5	6/3	12/6	4/2
Mexico	n/a	n/a	n/a	0/0	0/0
Norway	0/0	1/4	1/3	3/7	n/a
Senegal	0/0	2/40	0/0	0/0	1/100
United Kingdom	4/3	6/4	5/3	9/6	3/2

### Total employees leaving employment, rate of turnover and age group breakdown (number/%)

	2016	2017	2018	2019	2020
Cairn total	5/3	9/5	6/3	12/6	4/2
Over 50	0/0	2/4	3/5	0/0	1/2
30–50	4/3	6/5	3/2	10/7	3/3
Under 30	1/11	1/14	0/0	2/18	0/0

**Note:** Turnover figures include only employees who left voluntarily (i.e. resigners).

**Note:** New hires and turnover figures are calculated using employee numbers at the end of the year.

**Note:** New hires and turnover data have been provided for individual countries where there has been applicable hiring and employees leaving employment.



## Parental leave and retention

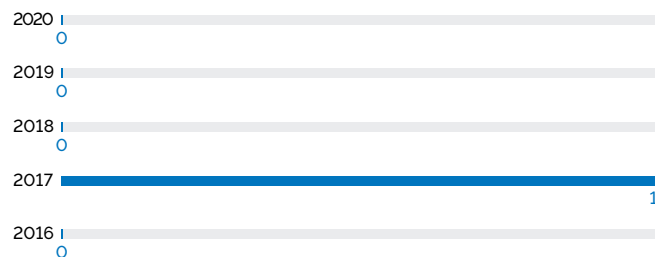
### Total parental leave and retention rates

	2016	2017	2018	2019	2020
Employees entitled to parental leave (number)	143	180	201	211	173
Employees entitled to parental leave: male/female (number)	73/70	94/86	107/94	108/103	87/86
Employees that took parental leave (number)	12	7	5	9	3
Employees that took parental leave: male/female (number)	5/7	3/4	4/1	4/5	2/1
Employees that returned to work after parental leave (number/%)	8/100	9/100	7/100	7/100	5/100
Male employees that returned to work after parental leave (number/%)	5/100	3/100	4/100	4/100	1/100
Female employees that returned to work after parental leave (number/%)	3/100	6/100	3/100	3/100	4/100
Total employees that returned to work after parental leave who were still employed 12 months after return to work (number/%)	3/100	9/100	7/100	7/100	2/100
Male employees that returned to work after parental leave who were still employed 12 months after return to work (number/%)	1/100	5/100	2/100	4/100	2/100
Female employees that returned to work after parental leave who were still employed 12 months after return to work (number/%)	2/100	4/100	5/100	3/100	0/0

**Note:** Data for 'New hires', 'Turnover' and 'Parental leave and retention' includes only employees. Personnel who are contracted for more than three months to an organisational position and who are categorised as 'other workers' in the database are not included in this data; nor are contractors.

## SECURITY

### Total security incidents (number) ★



**Note:** A security incident is defined as any fact or event which could affect personal or organisational security.

**Note:** We break security incidents down into incidents against employees, incidents against contractors, incidents against security personnel, incidents against assets and incidents involving threat or extortion.

**Note:** Records of all incidents, including security incidents, are kept in our online incident reporting system. Contractors are required to report all incidents to Cairn management as soon as possible after the event (and within 12 hours), and the details are logged in our incident reporting system, which keeps key personnel informed, by email, about progress with the reporting and investigation.

### Security incidents and country breakdown (number)

	2016	2017	2018	2019	2020
Cairn total	0	1	0	0	0
Mexico	0	0	0	0	0
Norway	0	0	0	0	0
Senegal	0	1	0	0	0
United Kingdom	0	0	0	0	0

### Security personnel that received human rights training (%)

	2016	2017	2018	2019	2020
Cairn total	0	0	0	0	n/a

**Note:** Data on the number of security personnel involved in Cairn activities at each of our assets is collected by checking with asset management, office administrators and Cairn's Health, Safety and Emergency Advisor at the end of each year. These figures are collected against three categories: (1) Cairn security employees; (2) private company security personnel; and (3) state/government security personnel. Information is also gathered on whether any human rights training has taken place for security personnel during the year, with details if applicable.

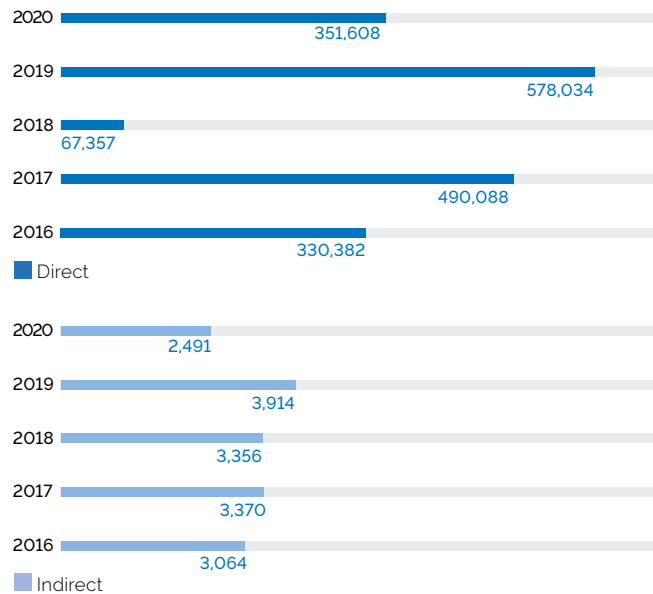
**Calculation:** Number of security personnel involved in Cairn activities that have received human rights training/total number of security personnel involved in Cairn activities x 100.

## ENVIRONMENT

## CLIMATE CHANGE, ENERGY AND EMISSIONS

## Energy consumption

## Total direct and indirect energy consumption (GJ)



## Direct energy (fuel) consumption by primary source

## Aviation gas (GJ)

	2016	2017	2018	2019	2020
Cairn total	3,755	5,353	2,678	5,991	2,092
Mexico	n/a	n/a	n/a	2,181	2,092
Norway	n/a	n/a	n/a	1,559	-
Senegal	3,755	5,353	-	-	-
Suriname	n/a	n/a	n/a	-	-
United Kingdom	0	-	2,678	2,211	-

## Diesel (GJ)

	2016	2017	2018	2019	2020
Cairn total	1,516	1,278	344	234	46
Mexico	n/a	n/a	n/a	85	0
Senegal	1,516	1,278	344	147	46
United Kingdom	-	-	-	2	0

## Fuel oil (marine diesel) (GJ)

	2016	2017	2018	2019	2020
Cairn total	325,039	480,741	61,659	571,605	349,353
Mexico	n/a	n/a	n/a	405,215	349,353
Senegal	325,039	480,741	0	-	-
Suriname	n/a	n/a	n/a	28,219	-
United Kingdom	0	0	61,659	89,135	-

**Restatements:** Fuel oil consumption figures (in tonnes and GJ) were found to be aggregating incorrectly in the database for 2017 data. This was because a suboptimal aggregation setting was applied to the fuel oil consumption indicator when some of the GHG-related indicators were reorganised in 2017. This was corrected in 2019 and the 2017 figures are being restated. This affects the 'Fuel oil (marine diesel)' and 'Total direct energy consumption' figures but not the associated GHG emissions. The change to affected figures is less than 1% (see \* for restatements).

## Gasoline (petrol) (GJ)

	2016	2017	2018	2019	2020
Cairn total	72	131	86	202	118
Mexico	n/a	n/a	n/a	202	118
Norway	n/a	n/a	n/a	0	0
Senegal	72	131	82	0	0
Suriname	n/a	n/a	n/a	0	0
United Kingdom	0	0	4	0	0

## Heating oil (GJ)

	2016	2017	2018	2019	2020
Cairn total	0	0	0	0	0
Norway	0	0	0	0	0

## Natural gas (GJ)

	2016	2017	2018	2019	2020
Cairn total	0	2,585	2,589	3	0
United Kingdom	-	2,585	2,589	3	0

**Note:** Natural gas consumption data for the Edinburgh office only became available from 2017 onwards.

**Indirect energy (purchased electricity) consumption by renewable/non-renewable (or unspecified) (GJ)**

	2016	2017	2018	2019	2020
Cairn total: renewable/non-renewable (or unspecified)	2,851	3,048*	2,406/549*	2,677/742	2132/276
Mexico: renewable/non-renewable (or unspecified)	n/a	n/a	0/44	0/102	0/100
Norway: renewable/non-renewable (or unspecified)	0/158	0/340	0/294	0/455	0/76
Senegal: renewable/non-renewable (or unspecified)	0/167	0/248	0/211	0/185	0/100
United Kingdom: renewable/non-renewable (or unspecified)	2,523/0	2,460/0	2,406/0	2,677/0	2,132/0

**Indirect energy (district heating) consumption (GJ)**

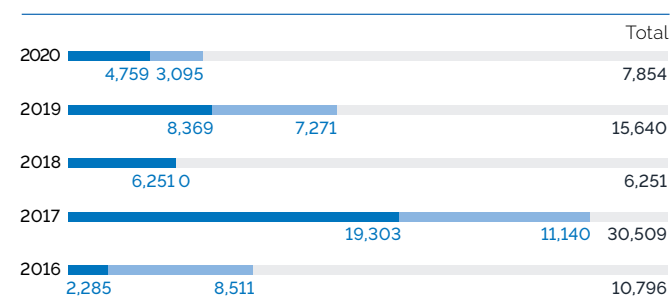
	2016	2017	2018	2019	2020
Cairn total: renewable/non-renewable (or unspecified)	0/199	0/286	0/432*	0/483	0/80
Norway: renewable/non-renewable (or unspecified)	0/199	0/286	0/432*	0/483	0/80

**Indirect energy (district cooling) consumption (GJ)**

	2016	2017	2018	2019	2020
Cairn total: renewable/non-renewable (or unspecified)	0/15	0/35	0/91	0/13	0/2
Norway: renewable/non-renewable (or unspecified)	0/15	0/35	0/91	0/13	0/2

**Note:** Breakdown of energy data by renewable/non-renewable (unspecified) has been added in 2018. This data is only available for indirect energy consumption from 2016 onwards. We have evidence to show that our UK indirect energy (purchased electricity) consumption is from renewable sources but have no evidence to explain the source of indirect energy consumption in our other offices. It may come from a mixture of renewable and non-renewable sources. For this reason, the data is categorised as 'non-renewable/unspecified'.

**Note:** Most of our electricity and district heating and cooling (Norway only) consumption happens in our head office in Edinburgh (85% of our total electricity, district heating and cooling in 2020). Due to the Covid-19 pandemic our offices were available for a very limited number of employees as the majority were working from home in the period of April to December 2020. Electricity consumption for the Edinburgh, London, Dakar and Mexico offices is taken from meter readings. Electricity consumption for the Stavanger office was calculated as an estimate for only two months of the year (January and February) before closure on 29 February 2020.

**WATER WITHDRAWAL****Total water withdrawal (m³)**

■ Fresh water (assumed ≤ 1,000 mg/L Total Dissolved Solids)

■ Sea water (>1,000 mg/L Total Dissolved Solids)

**Note:** Water withdrawal data is collected under the categories of freshwater, brackish water and seawater. There has been no brackish water withdrawal since before 2011. Some freshwater used by Cairn's activities is produced by reverse osmosis from seawater. This data is included under seawater, that being the source of the water.

**Total water withdrawal by source (m³)**

	2016	2017	2018	2019	2020
<b>Freshwater (assumed ≤1,000 mg/L Total Dissolved Solids)</b>					
Municipal water supplies or other water utilities	2,157	19,272	6,251	7,073	3,933
Bottled water	–	–	–	7	–
Unspecified sources	128	31	0	1,289	826
<b>Seawater (&gt;1,000 mg/L Total Dissolved Solids)</b>					
Surface water sources	8,511	11,140	0	5,806	509
Unspecified sources	n/a	n/a	n/a	1,465	2,586

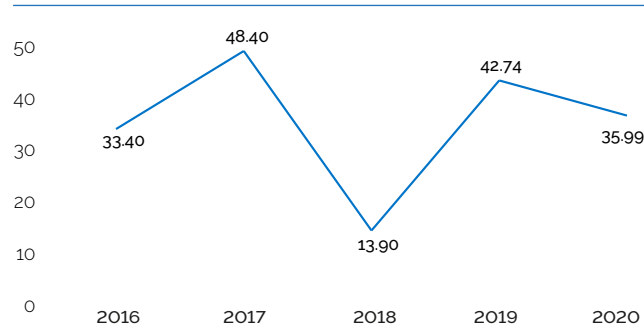
## Water management in operations

	2016	2017	2018	2019	2020
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used (%)	n/a	n/a	n/a	n/a	0
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline (%)	n/a	n/a	n/a	n/a	0

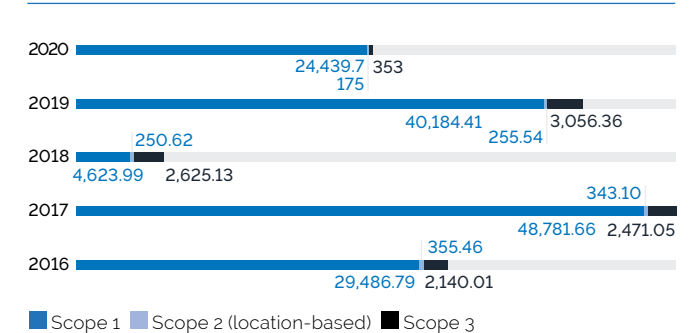
**Note:** Cairn did not have any field activity in areas of water stress in 2020.

## GREENHOUSE GAS EMISSIONS

### Total GHG emissions, normalised (m<sup>3</sup>)



### Total GHG emissions (tonnes CO<sub>2</sub>e)



### Total absolute and normalised GHG emissions (Scopes 1, 2 and 3)

	2016	2017	2018	2019	2020
All scopes GHG emissions (including location-based Scope 2), tonnes CO <sub>2</sub> e	31,982.26	51,595.81*	7,509.25*	43,496.31	24,967.35
All scopes GHG emissions (including market-based Scope 2), tonnes CO <sub>2</sub> e	31,693.48	51,354.56*	7,362.16*	43,312.66	24,967.35
Scope 1 <sup>1</sup> tonnes CO <sub>2</sub> e	29,486.79	48,781.66	4,623.99	40,184.41	24,439.7
Scope 2 <sup>2</sup> (location-based) tonnes CO <sub>2</sub> e	355.46	343.10	250.62	255.54	175.12
Scope 3 <sup>3</sup> tonnes CO <sub>2</sub> e	2,140.01	2,471.05	2,625.13	3,056.36	352.53
All scopes GHG emissions (including location-based Scope 2) normalised, tonnes CO <sub>2</sub> e per 1,000 hours worked	33.40	48.40*	13.90*	42.74	35.99
All scopes GHG emissions (including market-based Scope 2) normalised, tonnes CO <sub>2</sub> e per 1,000 hours worked	33.10	48.17*	13.90	42.56	35.99

**Calculation:** GHG emissions (all scopes) normalised = Scopes 1, 2 and 3 GHG emissions x 1,000/total hours worked.

**Note:** The information on Scope 2 emissions is an estimate for our office in Stavanger as Cairn office in Norway was closed from 29 February 2020. This affects the following data:

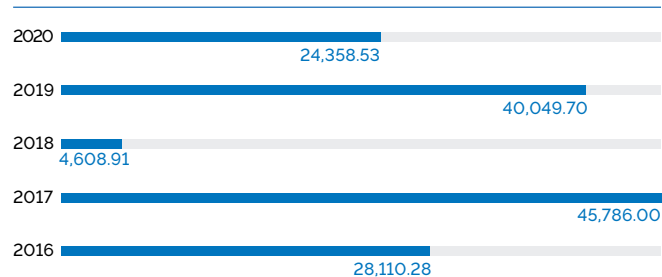
- absolute and normalised GHG emissions from purchased energy (location-based Scope 2) - for Norway and Cairn total;
  - all scopes GHG emissions (including location-based Scope 2);
  - all scopes GHG emissions (including market-based Scope 2);
  - all scopes GHG emissions (including location-based Scope 2) normalised;
- and
- all scopes GHG emissions (including market-based Scope 2) normalised.

## DIRECT AIR EMISSIONS

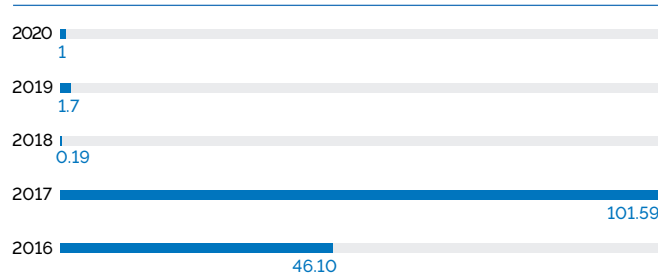
Absolute and normalised direct GHG emissions (Scope 1) (tonnes CO<sub>2</sub>e/tonnes CO<sub>2</sub>e per 1,000 hours worked) ★

	2016	2017	2018	2019	2020
Cairn total	29,486.79/30.79	48,781.66/45.76	4,623.99/8.57	40,184.41/39.48	24,439.7/35.23
Mexico	n/a	n/a	n/a	28,338.20/67.79	24,436.46/67.65
Norway	0.00/0.00	0.00/0.00	0.00/0.00	3,515.95/21.30	0/0
Senegal	29,486.79/48.20	48,651.50/72.79	29.83/1.08	10.37/0.52	3.23/0.29
Suriname	n/a	n/a	n/a	1,974.34/73.64	0/0
United Kingdom	0.00/0.00	130.17/0.39	4,594.16/10.49	6,345.55/16.36	0/0

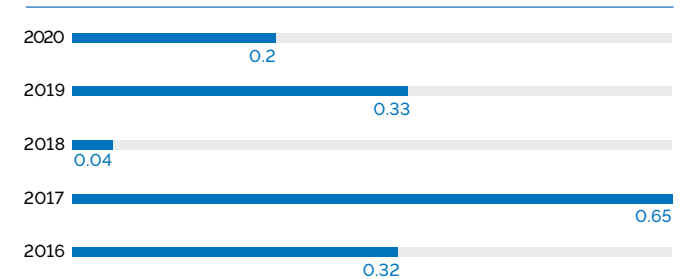
\*Calculation: Scope 1 GHG per 1,000 hours worked = Scope 1 GHG x 1,000/total hours worked

Total CO<sub>2</sub> emissions (tonnes)CO<sub>2</sub> emissions (tonnes)

	2016	2017	2018	2019	2020
Mexico	n/a	n/a	0.00	28,244.09	24,355.30
Norway	0	0	0	3,504.17	-
Senegal	28,110.28	45,655.96	29.73	10.33	3.22
Suriname	n/a	n/a	0.00	1,966.85	-
United Kingdom	0	130.04	4,579.18	6,324.27	-

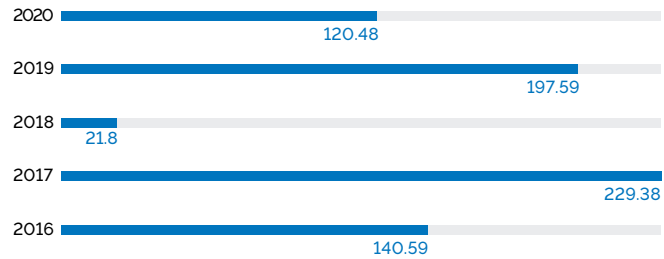
Total CH<sub>4</sub> emissions (tonnes)CH<sub>4</sub> emissions (tonnes)

	2016	2017	2018	2019	2020
Mexico	n/a	n/a	0.00	1.16	1
Norway	0	0	0.00	0.15	0
Senegal	46.10	101.59	0	0	0
Suriname	0.00	0.00	0	0.12	0
United Kingdom	0	0	0.19	0.27	0

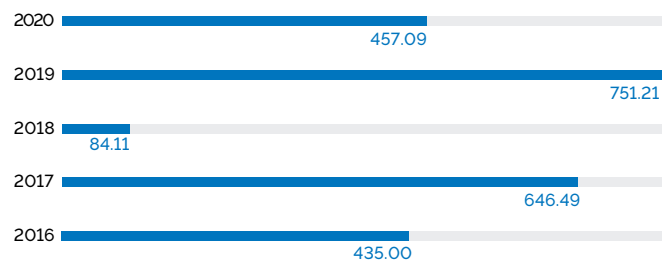
Total N<sub>2</sub>O emissions (tonnes)N<sub>2</sub>O emissions (tonnes)

	2016	2017	2018	2019	2020
Mexico	n/a	n/a	0.00	0.23	0.2
Norway	0	0.00	0.00	0.03	0
Senegal	0.32	0.59	0	0	0
Suriname			0	0.2	0
United Kingdom	0	0	0.04	0.05	0

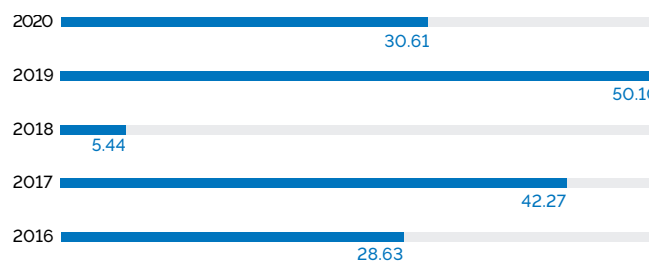


**Total CO emissions (tonnes)****CO emissions (tonnes)**

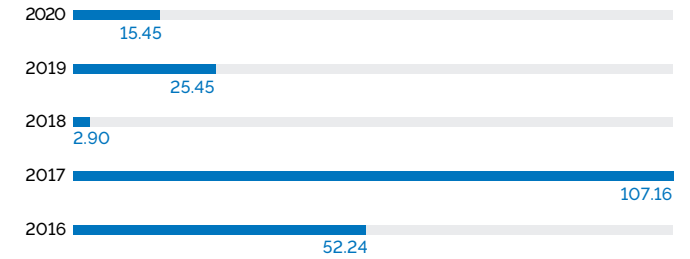
	2016	2017	2018	2019	2020
Mexico	n/a	n/a	n/a	139.74	120.46
Norway	n/a	n/a	n/a	17.11	0
Senegal	140.59	229.35	0.15	0.05	0.02
Suriname	n/a	n/a	n/a	9.7	0
United Kingdom	0	0	21.65	30.99	0

**Total NO<sub>x</sub> emissions (tonnes)****NO<sub>x</sub> emissions (tonnes)**

	2016	2017	2018	2019	2020
Mexico	n/a	n/a	n/a	530	457.03
Norway	n/a	n/a	n/a	65.71	0
Senegal	435.00	646.38	0.55	0.19	0.06
Suriname	n/a	n/a	n/a	36.7	0
United Kingdom	0	0.11	83.55	118.61	0

**Total SO<sub>2</sub> emissions (tonnes)****SO<sub>2</sub> emissions (tonnes)**

	2016	2017	2018	2019	2020
Mexico	n/a	n/a	n/a	35.51	30.61
Norway	n/a	n/a	n/a	4.29	0
Senegal	28.63	42.27	0.04	0.01	0
Suriname	n/a	n/a	n/a	2.47	0
United Kingdom	0	0	5.4	7.81	0

**Total volatile organic compounds (VOCs) (tonnes)****VOCs (tonnes)**

	2016	2017	2018	2019	2020
Mexico	n/a	n/a	n/a	17.9	15.44
Norway	n/a	n/a	n/a	2.25	0
Senegal	52.24	107.16	0.02	0.01	0.01
Suriname	n/a	n/a	n/a	1.24	0
United Kingdom	0	0	2.88	4.05	0

## INDIRECT AIR EMISSIONS

**Absolute and normalised GHG emissions from purchased energy (location-based Scope 2<sup>2</sup>)**(tonnes CO<sub>2</sub>e/tonnes CO<sub>2</sub>e per 1,000 hours worked) ★

	2016	2017	2018	2019	2020
Cairn total	355.46/0.37	343.10/0.32	260.13/0.21	255.54/0.07	175.12/0.25
Mexico	n/a	n/a	5.68/0.67**	13.54/0.03	12.64/0.04
Norway	13.81/0.26	18.42/0.29	27.89/1.06*	25.29/0.15	4.14/0.35
Senegal	31.95/0.05	42.46/0.06	39.38/1.43	33.05/1.65	22.47/2.00
United Kingdom	309.02/1.07	282.22/0.85	187.18/0.00	183.65/0.00	135.87/0.44

**Absolute and normalised GHG emissions from purchased energy (market-based Scope 2<sup>2</sup>)**(tonnes CO<sub>2</sub>e/tonnes CO<sub>2</sub>e per 1,000 hours worked) ★

	2016	2017	2018	2019	2020
Cairn total	66.68/0.07	101.85/0.10	113.03/0.21*	71.89/0.07	175.12/0.25
Mexico	n/a/n/a	n/a/n/a	5.68/0.67	13.54/0.03	12.64/0.04
Norway	34.05/0.63	59.39/0.94	67.97/1.06*	25.29/0.15	4.14/0.35
Senegal	31.95/0.05	42.46/0.06	39.38/1.43	33.05/1.65	22.47/2.00
United Kingdom	0.00/0.00	0.00/0.00	0.00/0.00	0.00/0.00	135.87/0.44

Calculation: Scope 2 GHG per 1,000 hours worked = Scope 2 GHG x 1,000/total hours worked

**Total absolute and normalised GHG emissions (Scope 3<sup>3</sup>)**(tonnes CO<sub>2</sub>e/tonnes CO<sub>2</sub>e per 1,000 hours worked) ★

	2016	2017	2018	2019	2020
Cairn total	2,140.01/2.23	2,471.05/2.32	2,625.13/4.87	3,056.36/300	352.53/0.51

Calculation: Scope 3 GHG per 1,000 hours worked = Scope 3 GHG x 1,000/total hours worked.

**Total GHG emissions from business travel (Scope 3<sup>3</sup>)**(tonnes CO<sub>2</sub>e) ★

	2016	2017	2018	2019	2020
Business travel total	2,140.01	2,448.49	2,608.01	3,029.16	335.71
Air travel	2,136.96	2,444.06	2,603.15	3,023.69	334.64
Rail travel	3.06	4.44	4.86	5.47	1.07

**Total GHG emissions from electricity transmission and distribution losses (Scope 3<sup>3</sup>)**(tonnes CO<sub>2</sub>e)

	2016	2017	2018	2019	2020
Cairn total	n/a	22.55	17.12	27.2	16.83

**SECR Data table**

	UK	2020 Cairn total
Scope 1 GHG emissions tCO <sub>2</sub> e	0.00	24,439.70
Scope 2 emissions tCO <sub>2</sub> e (location based)	135.87	175.12
Total gross Scope 1 & Scope 2 emissions	135.87	24,614.82
GHG intensity ratio: tCO <sub>2</sub> e (gross Scope 1 + 2)/1,000 hours worked	0.44	35.48
Energy consumption used to calculate above missions: /kWh	592,273.00	98,360,873.00

Note: Data has been provided for individual countries where there have been relevant emissions.

Note: The information on Scope 2 emissions is an estimate for our office in Stavanger as Cairn office in Norway was closed from 29 February 2020. This affects the following data:

- absolute and normalised GHG emissions from purchased energy (location-based Scope 2) – for Norway and Cairn total;
- all scopes GHG emissions (including location-based Scope 2);
- all scopes GHG emissions (including market-based Scope 2);
- all scopes GHG emissions (including location-based Scope 2) normalised;
- and
- all scopes GHG emissions (including market-based Scope 2) normalised.

### Notes about GHG data

We report our GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (World Resources Institute/World Business Council for Sustainable Development). We use the published 100-year Global Warming Potentials (GWPs) for CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O from the Intergovernmental Panel on Climate Change (IPCC) – with the Fourth Assessment Report (AR4) values applied when using Defra 2018 emission factors (they are already integrated), and the Fifth Assessment Report (AR5) values applied when using other emission factors. All GHG emissions are reported in tonnes of carbon dioxide equivalent (CO<sub>2</sub>e). We report five years of data from a baseline of four years earlier.

### 1: Scope 1 GHG emissions

#### Definition

Scope 1 emissions: direct GHG emissions which occur from sources that are owned or controlled by the Company, for example, emissions from combustion in owned or controlled boilers, furnaces or vehicles.

At present, Cairn is undertaking exploration activities only. We are not operating any production assets. Our Scope 1 emissions arise from:

- fuel combustion during offshore rig, marine vessel and aircraft operations as well as a very small amount during use of land-based vehicles, and for Edinburgh office heating;
- flaring during well testing (not since 2018); and
- incineration of waste on marine vessels (a very small amount).

### Fuel combustion

The rig, vessels and helicopters keep a daily log of fuel usage and each provides us with a total figure for fuel consumption, in litres, at the end of each month. Fuel consumption figures for land-based vehicles are partly drawn from accurate fuel consumption records and partly from estimates when exact fuel usage is impractical to track. Natural gas combustion for heating in the Edinburgh office is calculated as a proportion of the natural gas usage for the whole building.

A fuel density figure is used to convert litres of fuel into tonnes. The fuel density is provided by the rig, vessels or helicopter operator when available. Otherwise, a typical density is used from API 2009. Figures in tonnes are then converted into CO<sub>2</sub>e using emission factors for carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) from the API Compendium 2009.

### Flaring

There was no well testing since 2018. When well testing is carried out, the volume of oil and gas flared is measured and converted into mass (tonnes) using densities obtained from well test samples that are analysed in the laboratory. Scope 1 GHG emissions (tonnes of CO<sub>2</sub>e) are then calculated using emission factors from EEMS (Environmental Emissions Monitoring System) Atmospheric Emissions Calculations, 2008.

### Waste incineration

Little waste was incinerated during drilling operations in 2020. When this does occur, Scope 1 GHG emissions (tonnes of CO<sub>2</sub>e) are calculated using emission factors from the GHG Protocol.

### Estimates and uncertainties

Natural gas combustion for heating Cairn's Edinburgh office is calculated as a proportion of the natural gas usage for the whole building. We use the most applicable emission factors available, but there will always be a small margin of error from these as they may not match fuel type exactly.

### 2: Scope 2 GHG emissions

#### Definition

Scope 2 emissions: electricity and district heating/cooling indirect emissions are from the generation of purchased electricity and district heating/cooling consumed by the Company. Purchased electricity and district heating/cooling is defined as electricity and district heating/cooling that is purchased or otherwise brought into the organisational boundary of the Company.

Our Scope 2 emissions arise from the following situation:

- We report use of electricity in all our offices and a small amount of district heating and cooling in our Stavanger office.

We report Scope 2 emissions in line with GHG Protocol Scope 2 Guidance, i.e. in two ways: according to a location-based method and a market-based method (transmission and distribution losses are excluded). For the location-based method, we use emission factors from the International Energy Agency (IEA) (updated to IEA 2020 in 2020). These are grid average emission factors for each country. For district heating and cooling, we use location-based emission factors from the UK Department for Environment Food & Rural Affairs (Defra) (updated to Defra 2020 in 2020).

For the market-based method we use emission factors, where available, in the following order of preference:

- a. supplier-specific emission factors – obtained from Cairn's offices' electricity suppliers.
- b. residual mix emission factors – obtained from the Association of Issuing Bodies (AIB) document 'European Residual Mixes 2017'.
- c. location-based emission factors. These are the same IEA and Defra emission factors that we use for calculating location-based emissions.

Supplier-specific emission factors were requested from the electricity suppliers of all of Cairn's offices but were only available for the Edinburgh and London offices. Market-based Scope 2 figures for Norway were calculated using the residual mix emission factor for Norway. For Senegal and Mexico, there were no residual mix factors available, so the location-based factors were used.

### Estimates and uncertainties

Most of our electricity and district heating and cooling (Norway\* only) consumption happens in our head office in Edinburgh (69.5% of our total electricity, district heating and cooling in 2020), followed by London, Stavanger, Dakar and Mexico (16.1%, 6.4%, 4% and 4% of total respectively). Electricity consumption for the Edinburgh, London, Dakar and Mexico offices is taken from meter readings. \*Electricity consumption for the Stavanger office is calculated as a proportion of the year (two months prior to completion of divestiture) based on the consumption in 2020.

### 3: Scope 3 GHG emissions

#### Definition

Scope 3 emissions: Scope 3 emissions are a consequence of the activities of the Company, but occur from sources not owned or controlled by the Company. Cairn currently reports Scope 3 emissions from two sources: 1) business travel (business travel well-to-tank emissions are excluded) including air and rail travel but not tube travel; and 2) electricity transmission and distribution losses. Other Scope 3 emissions, e.g. supply chain and employee commuting, downstream processing and product consumption are excluded.

For calculating Scope 3 (business travel) GHG emissions, we use the Defra methodology, including its recommendation to include an uplift for the influence of radiative forcing in air travel emissions. This uplift ensures that the maximum climate impact of an organisation's travel habits is captured. In our air travel GHG emissions calculations, we use journey type (domestic, short haul, long haul and international), seat class (economy, premium economy, business, first) and distance travelled. In our rail travel GHG emissions calculations, we use rail type (national rail, international rail) and distance. We updated to the latest Defra 2020 emission factors in 2020 (see <http://www.ukconversionfactorscarbonsmart.co.uk/>).

It is Cairn policy that all travel for Edinburgh- and London-based staff, and usually the smaller offices, is booked using its corporate travel agent, except under special purposes. As a result of this, the majority of our travel data in 2020 was obtained in reports from the travel agent, and these included details on journey type, seat class and kilometres travelled. Travel data is also obtained from a travel expense claim report from Edinburgh's Accounts department. Where journey kilometres are not provided with the data, they are obtained from internet resources, e.g. [airmilescalculator.com](http://airmilescalculator.com), [travelmath.com](http://travelmath.com).

For calculating Scope 3 (electricity transmission and distribution losses) GHG emissions we use Defra 2020 emission factors. We reported Scope 3 (electricity transmission and distribution losses) GHG emissions for the first time in 2017.

### Estimates and uncertainties

Travel data obtained from travel expenses does not always show whether a journey is single or return, so this assumptions are made based on the most likely case. In addition, the seat class of these flights is not shown; however, flights booked outside the travel agent system are usually with budget airlines, so the majority are known to be economy class. These flights are not broken down into sectors, but the majority are domestic or short-haul/ European flights which are only one flight sector. For rail travel data obtained from travel expenses, some of the journey distances are based on estimates.

The estimates and uncertainties that apply to Scope 2 data also apply to Scope 3 electricity transmission and losses data.

GHG normalised to total employee and contractor hours worked.

To meet UK reporting requirements, GHG emissions need to be reported normalised to an appropriate performance measure representative of the business. As Cairn did not have revenue or operated production facilities in 2020, or in the previous four years, and activities were of an exploration nature only (i.e. exploration drilling and associated activity), its GHG emissions have been normalised to total employee and contractor hours worked. They are presented as tonnes of CO<sub>2</sub>e per 1,000 hours worked.

Hours worked are collected for employees and for contractors. Employee hours are derived primarily from Cairn's time-writing system that employees use to log their working hours. Employee hours include hours worked by 'other workers'(contracted for more than three months to an organisational position) as these are captured in the time-writing system. Cairn's Human Resources department compiles the figures and enters them into the database each month.

Hours worked by field-based contractors are collected monthly, together with other HSE KPI data, from each vessel, rig, aircraft and shore base. For offshore workers, the hours are often calculated on a 12-hour work day basis.

Hours worked by field-based contractors are often calculated on a 12-hour work day basis rather than being a precise log of time worked.

### GHG assurance

ITPnergised has provided Cairn Energy PLC with independent limited assurance engagement of our Scope 1, 2, 3 and normalised 2020 GHG data and has concluded that the data is reliable, accurate and has been reported and prepared in accordance with Cairn's methodology. A full assurance statement detailing the verification steps undertaken as well as its limitations is available on our website.

Read more in our [Greenhouse Gas Emissions Assurance Report](#).

## DISCHARGES, WASTE AND SPILLS

### Water effluent and discharges to water

#### Water effluent discharged to surface (m<sup>3</sup>)

	2016	2017	2018	2019	2020
Cairn total	2,529	16,038	3,074	1,079	91
Mexico	n/a	n/a	-	271	91
Senegal	2,529	16,038	0	-	0
Suriname	n/a	n/a	0	228	0
United Kingdom	0	0	3,074	580	0

#### Oil discharged in water effluent to surface (tonnes/mg per litre of water discharged to surface/mg per million tonnes of hydrocarbon produced)

	2016	2017	2018	2019	2020
Cairn total	0.00/ 0.00	0.00/ 0.00	0.00/ 0.00	0.00/ 0.00	0.00/ 0.00

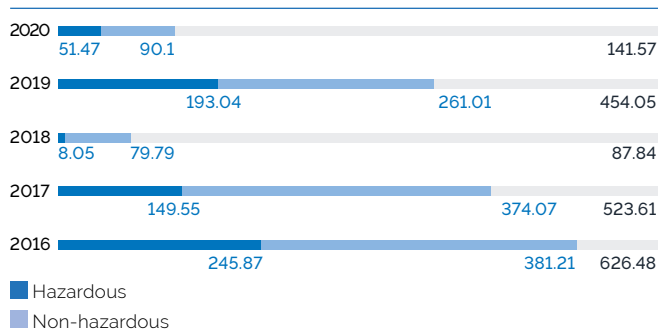
**Note:** There has been no hydrocarbon production since 2010

**Note:** Water effluent data includes domestic water effluent discharged from vessels but not from taps in offices. Domestic water effluent discharge from vessels is usually based on estimation as vessels do not often have discharge metres. Most water discharge is to seawater; the rest is office water effluent through domestic sewage systems.

**Note:** Data has been provided for individual countries where there has been relevant water effluent discharge.

## Waste

## Total hazardous and non-hazardous waste (tonnes)



Please see ♦ for restatements.

## Total regulated hazardous waste quantities by disposal method (tonnes)

	2016	2017	2018	2019	2020
Incineration or used as fuel	204.51	136.33	4.68	3.13	0
Recycling	12.35	12.16	2.49*	11.34	0.01
Reuse	18.37	1.05	0.88	0.78	0
Landfill	1.85	0.00	0.00	0.18	0
On-site storage	0.01	0.00	0.00	0	0
Other	-	-	-	76.48	12.55
Unspecified disposal	8.18	0.08	0.00	101.13	38.91

## Total regulated non-hazardous waste quantities by disposal method (tonnes)

	2016	2017	2018	2019	2020
Composting	1.40	7.61	1.54*	2.52	0.36
Maceration and discharge	n/a**	n/a**	n/a**	22.87	16
Incineration or used as fuel	2779	3778	1152	10.54	7.64
Recycling	186.77	166.94	5798*	78.48	10.31
Reuse	35.17	64.38	0	-	20
Landfill	112.79	85.67	2.28	18.55	3.19
On-site storage	0.00	0.00	0.00	1.8	15.79
Other	n/a	n/a	4.24	90.55	3.01
Unspecified	17.30	11.69	2.23	35.69	13.8

## Total recycled and reused waste

	2016	2017	2018	2019	2020
Total recycled (tonnes)	199	179	60	90	10.32
Total recycled and reused (tonnes)	253	245	61	91	30.32
% recycled	32	34	69	20	7.3
% recycled and reused	40	47	70	20	21.4

**Hazardous waste:** all waste that is defined as hazardous, toxic, dangerous, listed, priority, special or some other similar term as defined by an appropriate country, regulatory agency or authority. We use the European Union (EU) definitions and waste codes.

**Non-hazardous waste:** industrial wastes resulting from Company operations, including process and oil field wastes (solid and liquid) disposed of either on-site or off-site. Includes refuse and other office waste, commercial (e.g. retail) or packaging-related wastes. Excludes hazardous waste as defined above.

**Disposal method:** the method by which the waste is disposed. This is split into the following categories in line with GRI reporting requirements: reuse, recycling, composting, incineration, landfill, on-site storage, other and unspecified. Waste data, including information on disposal method,

is provided by our waste disposal contractors where applicable, or by contractors who are responsible for waste generated during short-term operations. We use the EU definitions and codings.

We generate waste during rig, marine vessel and shore base operations, as well as from our offices in the UK and other locations.

**Waste from field-based operations:** waste generated during field-based operations (including offshore waste – except where offshore treatment is allowed such as waste incineration under the International Convention for the Prevention of Pollution from Ships (MARPOL)) is transferred to shorebased waste disposal facilities, and waste transfer notes are used to record and track each transfer as part of our 'Duty of Care'. Waste figures are submitted to Cairn at the end of each month by the vessels themselves (in the case of short-term operations such as seismic) or by the waste disposal contractor (in the case of longer-term operations such as drilling in Senegal or the UK). This data is then checked and entered into our database, split by hazardous/non-hazardous and by disposal method.

Waste figures are reported in tonnes. We ask our contractors to weigh waste wherever possible and report by mass (tonne, kg). Where this is not possible, tonnage is calculated by multiplying the volume of waste by a conversion factor. We provide contractors with a set of standard conversion factors from Waste & Resources Action Programme (WRAP), a nongovernment organisation working with UK Governments, the EU and other funders, to help deliver their policies on waste prevention and resource efficiency. (see: [www.wrap.org.uk](http://www.wrap.org.uk)).

**Office waste:** waste data is collected from our offices at the end of each year. This covers all types of waste including general office waste, controlled waste and recycling waste, e.g. paper and toner cartridges. Figures for Cairn's head office in Edinburgh are received from the waste contractors that service the building, the paper recycling company that we use, and from our IT department; an estimate is sometimes also required for any ad hoc items of waste that are collected separately. Figures for Cairn's Stavanger office are obtained from the building managers. For both of these offices, some figures are calculated as a proportion of the overall building. For our other offices, waste figures are estimated using per person per month Edinburgh office figures.

**Estimates and uncertainties:** There is a degree of uncertainty in the volumes of waste measured and in the conversion factors used to convert volume to tonnes and these will arise from the method used. Waste figures for offices are, for the most part, estimated as a proportion of the overall building or using per person per month Edinburgh office figures.



## Spills

### Total number of spills to the environment (number) ★

	2016	2017	2018	2019	2020
Oil	3	0	0	0	1
Fuel	1	0	0	0	0
Chemical	0	1	0	1	0
Waste	0	0	0	0	0
Other	0	0	0	0	0

### Total volume spilled to the environment (barrels) ★

	2016	2017	2018	2019	2020
Oil	1,050	0	0	0	1.26
Fuel	0.001	0	0	0	0
Chemical	0	0.214	0	0.007	0
Waste	0	0	0	0	0
Other	0	0	0	0	0

**Note:** We report spills according to the categories provided by the GRI: oil, fuel, chemical, waste, other.

**Oil:** crude oil

**Fuel:** diesel, gasoline, kerosene, heating oil, aviation fuel.

**Chemical:** any other raw material or ancillary.

**Waste:** any material (solid, liquid, gas) that is introduced into the work location as a product of the work but that fulfils no further useful purpose at that location.

**Other:** other material not included in categories above.

If something fits into more than one category, we report against the category that provides the most information, e.g. chemical rather than waste when reporting waste chemicals.

**Note:** We collect figures on the number of spills in the following size categories: less than 1 barrel; between 1 and 10 barrels; between 10 and 100 barrels; and greater than 100 barrels. We also record the volume spilled; spill volume is usually based on an estimate.

**Note:** We report figures on spills to the environment, but also collect data on spills contained before reaching the environment for monitoring purposes.

**Note:** A 1.26 bbl oily water spill in 2020 was contained before reaching the environment.

## ENVIRONMENTAL COMPLIANCE AND EXPENDITURES

### Non-compliance with environmental laws and regulations (Cairn total)

	2016	2017	2018	2019	2020
Incidents (number)	0	0	0	0	0
Non-monetary sanctions (number)	0	0	0	0	0
Monetary value of significant fines (£'000)	0	0	0	0	0

### Environmental protection expenditure and investments (£)

	2016	2017	2018	2019	2020
Prevention and environmental management	1,280,276	2,950,022	4,545,083	2,614,750	2,284,331
Waste disposal, emissions treatment and remediation	189,231	113,278	126,795	555,900	n/a
Investment (CapEx) in low-carbon alternatives (e.g., capital equipment or assets)	n/a	n/a	n/a	n/a	0

**Note:** These are approximate figures. We are developing our methodology for obtaining these figures and this has changed from 2014 to what we think is a more robust methodology now:

- from 2015 onwards, we obtained figures from records of invoices booked in the reporting year. An estimate for in-house expertise is included. It is possible that some expenditure is omitted as it is not always easily recognisable in the invoice records as environmental-related.
- in 2020 waste disposal and emissions treatment in Mexico operations was part of the supply base management contracts, thus it is not always possible to recognise the actual figure for waste management in the invoice records.

## BIODIVERSITY

### GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.

Report the following information for each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas:

- I. Geographic location.
- II. Subsurface and underground land that may be owned, leased, or managed by the organisation.
- III. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas:
- IV. Type of operation (office, manufacturing or production, or extractive);
- V. Size of operational site in km<sup>2</sup>;

- VI. Biodiversity value characterized by the attribute of the protected area or high biodiversity value area outside the protected area (terrestrial, freshwater, or maritime ecosystem).
- VII. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, and national legislation).

#### Definitions/Abbreviations:

- AZE** Alliance for Zero Extinction
- IBA** Important Bird Areas
- KBA** Key Biodiversity Areas
- PSSA** Particularly Sensitive Sea Area

Area of operations	Geographical location	Protected areas (distance to licence block, status) type of operation
UK – Offshore East Orkney Basin Licence P2468	Approximately 170km NNE of Aberdeen and 50km E of the Orkneys.	<p>The exploration licence area covers 2140 km<sup>2</sup>. No activities undertaken in 2020.</p> <p>East Orkney Basin currently lies in the PSSA 'Western European Waters', a designated site since 2004 and includes the area surrounding the coastline of the Orkneys and Shetlands, which has been deemed environmentally significant. The total area for the Western European Waters is over 1.7 million km<sup>2</sup> and covers large parts of Western Europe.</p> <p>The Central Fladen Marine Protected Area (OSPAR) and Nature Conservation Marine Protected Area lies 18km E of the licence. Central Fladen is characterised by a particular type of mud with soft coral sea-pen and burrows made by crustaceans e.g. Norway lobster. The site is approximately 925 km<sup>2</sup>.</p> <p>The East Sanday Coast is a Special Protected Area (Birds Directive), a Ramsar Site, Wetland of International Importance, a Marine Protected Area (OSPAR), a Site of Special Scientific Interest (IUCN IV) and an IBA due to breeding <i>Sterna paradisaea</i> and wintering <i>Plectrophenax nivalis</i>. The site is approximately 16 km<sup>2</sup> and lies 45 km NW of the licence.</p> <p>The Fair Isle Marine Protected Area (OSPAR), Demonstration and Research Marine Protected Area, Site of Community Importance (Habitats Directive), Site of Special Scientific Interest, Special Protection Area (Birds Directive) and IBA lies approximately 35 km N of the licence. Fair Isle supports large colonies of breeding seabirds/waterbirds as well as being important in the migration of other birds. The site is 157 km<sup>2</sup>.</p> <p>Northwall is a designated Site of Special Scientific Interest (IUCN IV) due to a large area of machair. Part of the site overlaps a section of the East Sanday Coast SPA. The site lies 50km NW of the licence and has an area of 2.4 km<sup>2</sup>.</p> <p>Sanday is designated as a Site of Community Importance (Habitats Directive) and a Marine Protected Area (OSPAR). Sanday is 110 km<sup>2</sup> in area and lies 45 km NW of the licence.</p> <p>The Shetland National Scenic Area is a group of 7 areas of the Shetland Islands, totalling 418 km<sup>2</sup>. The nearest point of the Shetland designated zone to the licence is located on Fair Isle and is therefore 35km N of the licence.</p> <p>South-Eastern Stronsay and the Rothiesholm Peninsula Stronsay are IBAs due to the presence of breeding seabirds as well as seabird colonies. The IBAs are 1km<sup>2</sup> and 3km<sup>2</sup> in size respectively. The sites lie 55km W of the licence.</p> <p>Auskerry is a Site of Special Scientific Interest (IUCN IV) that lies 55km W of the licence. Auskerry island is an important breeding ground for Storm petrel and Arctic tern. The site is 1 km<sup>2</sup> in size.</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) type of operation
UK – Mane Licence P2466	Approximately 400km NE of Aberdeen and lies less than 50 km from the UK-Norway median.	<p>The exploration licence area covers 137 km<sup>2</sup>. No activities undertaken in 2020.</p> <p>Mane lies approximately 58 km E of the PSSA 'Western European Waters'.</p> <p>The Central Fladen Marine Protected Area (OSPAR) and Nature Conservation Marine Protected Area lies 135km SW of the licence. The site is approximately 925 km<sup>2</sup>.</p> <p>The Pobie Bank Reef is a designated Marine Protected Area (OSPAR) and a Site of Community Importance (Habitats Directive). The protected Reefs is classified as an Annex I Habitat and is composed of stony bedrock reef with a central section of very large rugged outcrops. The reef is a habitat for sponges and bryozoans. The site is 966 km<sup>2</sup> and lies 65 km NW of the licence.</p>
UK – Offshore Woodstock Licence P2379	Approximately 200 km E of Aberdeen and lies less than 50 km from the UK-Norway median.	<p>The exploration licence area covers 305.5 km<sup>2</sup>. No activities undertaken in 2020.</p> <p>The East Of Gannet And Montrose Fields Nature Conservation Marine Protected Area and Marine Protected Area (OSPAR) lies immediately to the south of the block. The protected features of the site include ocean quahog aggregations, including their supporting habitat, sands and gravels. The southern part of the site features one of the few examples of deep sea mud on the continental shelf of the North Sea.</p> <p>The Norwegian Boundary Sediment Plain (Nature Conservation Marine Protected Area) and Marine Protected Area (OSPAR) lies over 50km NNE; protected feature is ocean quahog aggregations.</p> <p>The Scanner Pockmark complex, is a Marine Protected Area (OSPAR) and Site of Community Importance (Habitats Directive), is located approximately 70 km N. The Scanner Pockmark is a large depression containing large blocks of the Annex I, EU Habitats Directive, habitat 'Submarine structures made by leaking gases'. This type of habitat supports fauna typically associated with rocky reef.</p> <p>Turbot Bank, designated as a Marine Protected Area (OSPAR) and Nature Conservation (Marine Protected Area), is located approximately 100 km W. Protected features include sandeels.</p> <p>Fulmar is a Marine Protected Area (OSPAR) and a Marine Conservation Zone located 100km SE of the licence. The site ranges from 50–100m deep and consists of mud and subtidal sands that provide a habitat for burrowing anemones and brittlestars as well as slender sea-pens. Ocean quahog is also present. The site is approximately 2439 km<sup>2</sup>.</p> <p>Woodstock is approximately 100km SE of the PSSA 'Western European Waters'.</p>
UK – Offshore Manhattan Licence P2381	Approximately 225 km E of Aberdeen adjacent to Woodstock.	<p>The exploration licence area covers 119.5 km<sup>2</sup>. No activities undertaken in 2020.</p> <p>The Manhattan Licence block lies adjacent to (W of) the Woodstock Licence Block. The biodiversity features of interest relevant to the block are described above in the Woodstock Licence entry.</p> <p>Of note, an area in the SW of the Manhattan Block, approximately 20km<sup>2</sup>, overlaps the East Of Gannet And Montrose Fields Nature Conservation Marine Protected Area. The MPA is 1,840 km<sup>2</sup> in area.</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) type of operation
Côte d'Ivoire – CI-301	CI-301 lies in onshore Côte d'Ivoire. The southern boundary of the licence lies on the south coast.	<p>The licence is 1495 km² and there were no activities undertaken in 2020.</p> <p>There are several Classified Forests around the licence, which are designated National Protected Areas. Within a 50km radius these include:</p> <p>Kokoh is located adjacent to the licence to the E and is 18 km² in size. It should also be noted that approximately 11 km² overlaps the SE part of the licence.</p> <p>Irobo is located to the N of the licence and is 245 km². It should also be noted that 100 km² overlaps with the licence.</p> <p>Go Bodienou is located 3 km to the W of the licence and is 600 km² in size.</p> <p>Nzida is located 10 km to the W of the licence and is 47 km² in size.</p> <p>Anguededou is located 23 km E of the licence and is 26 km².</p> <p>Audoin is located 17.5 km E of the licence and is 39 km².</p> <p>Dogodou is located 40 km to the W of the licence and is 224 km² in size.</p> <p>Kavi is located 37 km N of the licence and is 155 km² in size.</p> <p>Mafa is located 20 km NE of the licence and is 188 km².</p> <p>There are also several Classified Forest Areas located within the 50km radius:</p> <p>Classified Forest Name Unknown No74 is located 7 km E of the licence and is 97 km².</p> <p>Classified Forest Name Unknown No63 is located 37.5 km NE of the licence is 86 km².</p> <p>Classified Forest Name Unknown No64 is located 38 km N of the licence and is approx. 64 km².</p> <p>Classified Forest Name Unknown No67 is located 36 km NE of the licence and is 25 km².</p> <p>Classified Forest Name Unknown No68 is located 25 km N of the licence and is approx. 105 km².</p> <p>Classified Forest Name Unknown No69 is located 20 km NE of the licence and is 42 km².</p> <p>Classified Forest Name Unknown No70 is located 19 km N of the licence and is 34 km².</p> <p>Classified Forest Name Unknown No71 is located 41.5 km NE of the licence and is 56 km².</p> <p>There are several other protected sites within the same radius:</p> <p>Azagny National Park (IUCN II) is a Ramsar Site, Wetland of National Importance and an IBA due to the presence of wetland birds such as cattle egret, grey heron and the peregrine falcon. The site is 194 km² in size and is located to the W of the licence. It should also be noted that the licence overlaps the National Park by about 80 km² on its eastern side.</p> <p>The Mopri Forest is a National Protected Area and an IBA and is in 330 km². The site is a habitat for a large range of species, with over 180 different types, with some such as <i>Sasia africana</i>, <i>Cossypha cyanocampter</i> and <i>Bias musicus</i> considered nationally rare. The site lies 30 km N of the licence.</p> <p>Banco National Park (IUCN II) is also classified as a high risk AZE site. The site is 34 km² and conserves both flora and fauna with over 800 species of plants and 88 rare or endangered plant species. Chimpanzees and giant catfish are also synonymous with the park, which also has a great recreational value to the residents of Abidjan which surrounds the park. The park lies 35 km E of the licence.</p> <p>The Yapo and Mambo Botanical Reserve and IBA area is located 35 km NE of the licence and is 308 km². The area is characterised by a few swampy areas and mainly evergreen forest along with species including <i>Diospyros spp.</i>, <i>Dacryodes klaineana</i>, <i>Piptadeniastrum africanum</i>, <i>Heritiera utilis</i>, <i>Anopyxis klaineana</i> and <i>Scottellia chevalieri</i>.</p> <p>Adiopodoume is a high risk AZE site located 25 km E of the licence with an area of 19.5 km². The site is the home of the Wimmer's Shrew which is Critically endangered, triggering the classification of an AZE.</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) type of operation
Côte d'Ivoire – CI-302	CI-302 lies in onshore Côte d'Ivoire. The southern boundary of the licence lies on the south coast.	<p>The licence is 1412 km<sup>2</sup> and there were no activities undertaken in 2020.</p> <p>Licence CI-302 lies adjacent to licence CI-301 and so all relevant protected areas are described in the entry above.</p> <p>Of extra note are these protected areas:</p> <p>Kokoh overlaps the licence by 7 km<sup>2</sup> to its SW corner.</p> <p>Classified Forest Name Unknown No74 overlaps the licence in its NW area by 76 km<sup>2</sup>.</p> <p>Anguededou is fully located in the licence.</p> <p>Adiopodoume is fully located in the licence.</p> <p>Audoin is fully located in the licence.</p> <p>Banco National Park is almost fully located within the licence with 32 km<sup>2</sup> overlapping the licence.</p> <p>Dahliafleur Natural Reserve is fully located in the E of the licence and is 1.48 km<sup>2</sup> in size. This site was originally a flower plantation and has a similar ecosystem to the Banco reserve.</p> <p>Nguechie Forest Reserve is located in the NE of the licence, with a total area of 28 km<sup>2</sup>. Around 12 km<sup>2</sup> overlaps the licence.</p> <p>Mabi/Yaha Forest is also classified as an IBA and is located 24 km NE of the licence. The total area of the forest is 294 km<sup>2</sup>. The site protects the forest from poaching and deforestation activities as well as safeguarding several critical species such as the West African Chimpanzee.</p>
Suriname – Block 61	Block 61 lies in offshore Suriname. The distances from the shoreline and the closest and furthest survey points are approximately 115 km and 250 km, respectively.	<p>The exploration licence area covers approximately 13,075 km<sup>2</sup>. There were no activities in 2020.</p> <p>The coastline of Suriname is characterised by wetland areas of high biodiversity value. The closest protected area to Block 61 is the North Commewijne – Marowijne Multiple Use Management Area (MUMA), located approximately 90 km S of the block.</p> <p>Four large Important Bird Areas (IBA): Bigi Pan, Northern Coronie (IUCN VI), North Commewijne – Marowijne (IUCN VI) and Northern Saramacca (IUCN VI), are located on the coastal fringe of Suriname, spanning almost the entire coastline of the country. These sites are all MUMA managed by the Surinamese government.</p> <p>The Coppename Monding, Nature Reserve (IUCN IV) and Ramsar Site, is located within the boundary of the Noord Saramacca MUMA.</p> <p>The Wia – Wia Nature Reserve (IUCN IV) is located, to the south of the North Commewijne – Marowijne MUMA, approximately 115 km S of the block. The area is reported as the last refuge in Suriname for the Muscovy Duck.</p> <p>All four IBAs have a common occurrence of three range restricted species, Guyanese Piculet, Blood-colored Woodpecker and Rufous Crabhawk. The mudflats and the swamps are important for the numerous North-American shorebirds including the American woodstork, Semi-palmated Sandpiper, Semi-palmated plover, Short-billed Dowitcher and Scarlet Ibis. Outside of bird species the IBAs are rich in fish species.</p> <p>The Galibi Nature Reserve (IUCN IV), on the estuary of the Maroni River, is located approximately 130 km S of Block 61.</p> <p>The Amana (marine) IBA is located approximately 130 km S of the block. The IBA, located in French Guiana, is identified using seaward extensions around breeding colonies. Two species trigger IBA criteria: key near-colony areas for breeding populations of Least Tern (LC) 5,000 – 9,500 individuals and Sandwich Tern (LC) 6,500 – 23,750 individuals.</p> <p>The Amana National Nature Reserve (IUCN IV) lies within the boundary of the Basse-Mana Ramsar site, a plain of sandy barrier beaches, freshwater and brackish swamps, marine clays, mudflats, unexploited mangrove forests, swampland forests and pinot palm. The site provides important habitat for nesting turtles, wintering grounds for numerous species of waders and feeding, staging, nesting and breeding areas for waterbirds. Amongst the key biodiversity listed for this site are 319 bird species, with the area being particularly important for Ardeidae (herons, egrets, and bitterns), small and large shorebirds, as well as for Anatidae (ducks, geese and swans). Three species of sea turtles are observed regularly: Leatherback Turtle (<i>Dermochelys coriacea</i>), Green Turtle (<i>Chelonia mydas</i>) and Olive Ridley Turtle (<i>Lepidochelys olivacea</i>). Occurrences of hawksbill (<i>Eretmochelys imbricata</i>) and loggerhead (<i>Caretta caretta</i>) turtles are more irregular. The site is reported to support 49 species of mammals, including 10 species of bats. Jaguar (<i>Panthera onca</i>) frequent the beaches preying on sea turtles.</p>



Area of operations	Geographical location	Protected areas (distance to licence block, status) type of operation
Mexico - Block 15	Block 15 is located approximately 12 km offshore of the state of Veracruz in the southwest Gulf of Mexico.	<p>The exploration licence area covers approximately 494.63 km<sup>2</sup>. There were no activities in 2020. Protected areas in the vicinity of Block 15 include:</p> <p>Sistema Arrecifal Lobos-Tuxpan Flora and Fauna Protection Area (IUCN VI) which has two separately listed areas, one is located immediately to the NW of Block 15, the second is located approximately 11 km SW.</p> <p>The Laguna de Tamiahua IBA, KBA and Ramsar site, located 20 km NW, is Mexico's third largest Species which trigger the listing of the site as an IBA include wood stork, white ibis, brown pelican, American white pelican, anhinga, black skimmer, beast tern, black tern, and royal tern.</p> <p>Reefs are also identified as significant in the area. Within Block 15 there is an artificial reef Platform (Tiburón-1) which is a former operation oil production platform.</p> <p>Sea turtle and three species of dolphin (<i>Stenella attenuata</i>, <i>Steno bredanensis</i> and <i>Tursiops truncatus</i>) were observed in the EBS conducted in 2018.</p>
Mexico - Block 9	Block 9 offshore lies within the Sureste Basin which is part of the larger southern Gulf of Mexico geological province, approximately 100 km NE of Dos Bocas.	<p>The exploration licence area covers approximately 562.38 km<sup>2</sup>. In 2020, the Bitol-1SON exploration well was completed, plugged and abandoned in March. A post drilling environmental survey at the Alom-1SON exploration well and Bitol-1SON well sites was completed in July. A short vessel-based campaign was undertaken in November to remove the Bitol-1SON wellhead in line with Good International Industry Practice.</p> <p>Block 9 does not intersect with any special conservation areas. The following sites of biodiversity importance in the region include:</p> <p>Los Tuxtlas Biosphere Reserve, IUCN Category VI, IBA and AZE, 85 km SW, is a highly complex natural ecosystem with a mixture of mountain vegetation and marine coastal areas. 564 bird species have been reported, 30 are considered endangered locally and 55 threatened. Endemic species to the Tuxtlas region include <i>Campylopterus excellens</i> and <i>Geotrygon carrikeri</i>, in addition to five endemic subspecies.</p> <p>The Los Tuxtlas coral reef system, 87 km WSW, is the nearest reef reported to the licence block, consists of a set of 32 small coral formations. There is a fringing reef, which reaches 13 km long and 0.5 km wide, and has a coral cover close to 15 percent, dominated by <i>Diploria clivosa</i>. There are up to 20 different scleractinian coral species recorded in this reef system, including IUCN Critically Endangered (CR) <i>Acropora palmata</i> and <i>Acropora cervicornis</i>.</p> <p>The Laguna de Sontecomapan Ramsar site (109 km SW), within the boundary of the Los Tuxtlas Biosphere Reserve.</p> <p>The Sistema Lagunar Alvarado Ramsar site (165 km W).</p> <p>The Sistema Arrecifal Veracruzano National Park (IUCN II), Biosphere Reserve and Ramsar site (185 km W) comprises 23 coral reefs in two distinct areas, rising from depths of around 40 m. The site is also listed as an AZE site based upon the presence of the one remaining population of at least one species on the IUCN Red List of Threatened Species assessed as either Critically Endangered or Endangered.</p> <p>The Pantanos de Centla Biosphere Reserve, IUCN Ia and IBA, 105 km SE, is an area where important numbers of migratory species arrive (66), among which are: Wood stork (<i>Mycteria americana</i>) and species from the Anatidae family. There are important colonies of herons. In addition, the jabiru (large stork) has its northern distribution limit in this region. A total of 230 bird species have been registered in this IBA.</p> <p>One deep-sea coral reef is located approximately 9 km NW of the licence block.</p> <p>Block 9 lies within the Pantanos de Centla-Laguna de Términos Marine Priority Area (MPR No.53), as identified by CONABIO (Comisión Nacional para el Conocimiento y Uso de la Biodiversidad (National Commission for Biodiversity Use and Knowledge). Marine biota for MPR No.53 Indicator species are reported to be: red, black, and white mangrove, shrimp, sea bass, manatee, crocodiles, alligators, and the red algae, <i>Gracillaria spp</i> and <i>Bangia spp</i>. The MPR supports foraging and reproduction areas for marine turtles, birds, fish, crustaceans, manatee, mammals, and invertebrates.</p>

Area of operations	Geographical location	Protected areas (distance to licence block, status) type of operation
Israel – Blocks 39, 40, 45, 46, 47, 48, 52, and 53	The offshore blocks are located in the eastern Mediterranean Sea in water depths ranging from 1,100 m to 1600 m. The blocks are located approximately 65 to 135 km northwest of Tel Aviv.	<p>Blocks 39, 40, 46, 47 and 48 are each 400 km<sup>2</sup> in area, Block 45 211 km<sup>2</sup>, Block 52 131 km<sup>2</sup> and Block 53 356 km<sup>2</sup>. The total licenced area covers approximately 2,698 km<sup>2</sup>. No activities were performed in 2020.</p> <p>Marine protected areas in the proximity of the blocks are listed on the Atlas of Marine Protection (<a href="http://www.mpatlas.org">www.mpatlas.org</a>) to include the following (note: the majority of these sites, with the exception of the Yam Dor Ha-Bonin MNR and Shilmona, are of a small size (&lt;5 km<sup>2</sup>) and are mainly coastal in nature):</p> <p>Yam Dor Ha-Bonim Marine Nature Reserve (IUCN Category IV), located adjacent to the coast approximately 70 km E of Block 40.</p> <p>Shiqmona Nature Reserve (National Park) is located 95 km SE of Block 53.</p> <p>Nahal Alexander National Park is located 65 km to the E of Block 48.</p> <p>Hof Palmahim National Park is located 70 km SE of Block 48.</p> <p>Yamit Evtah Nature Reserve is located 90 km SE of Block 53.</p> <p>Yam Shiqma Nature Reserve is located approximately 94 km SE of Block 53.</p> <p>Atiqot Qesarya National Park is located 67 km E of Block 48.</p> <p>The blocks are located within the Israel Shark Sanctuary, within which all types of shark fishing are banned. The blocks also lie within the Mediterranean High Seas Bottom Trawl Closure area.</p> <p>Lake Bardawil and Zaranik KBA, is located on the Egyptian Coast, approximately 110 km SSW of Block 53. The site has been identified as a KBA based on the presence of significant populations of globally threatened species, namely sperm whales (<i>Physeter macrophalus</i>) (VU), loggerhead turtles (<i>Caretta caretta</i>) (VU), and green turtles (<i>Chelonia mydas</i>) (EN). Lake Bardawil is also an IBA. The Zaranik Nature Conservation Reserve is IUCN Management Category IV.</p>

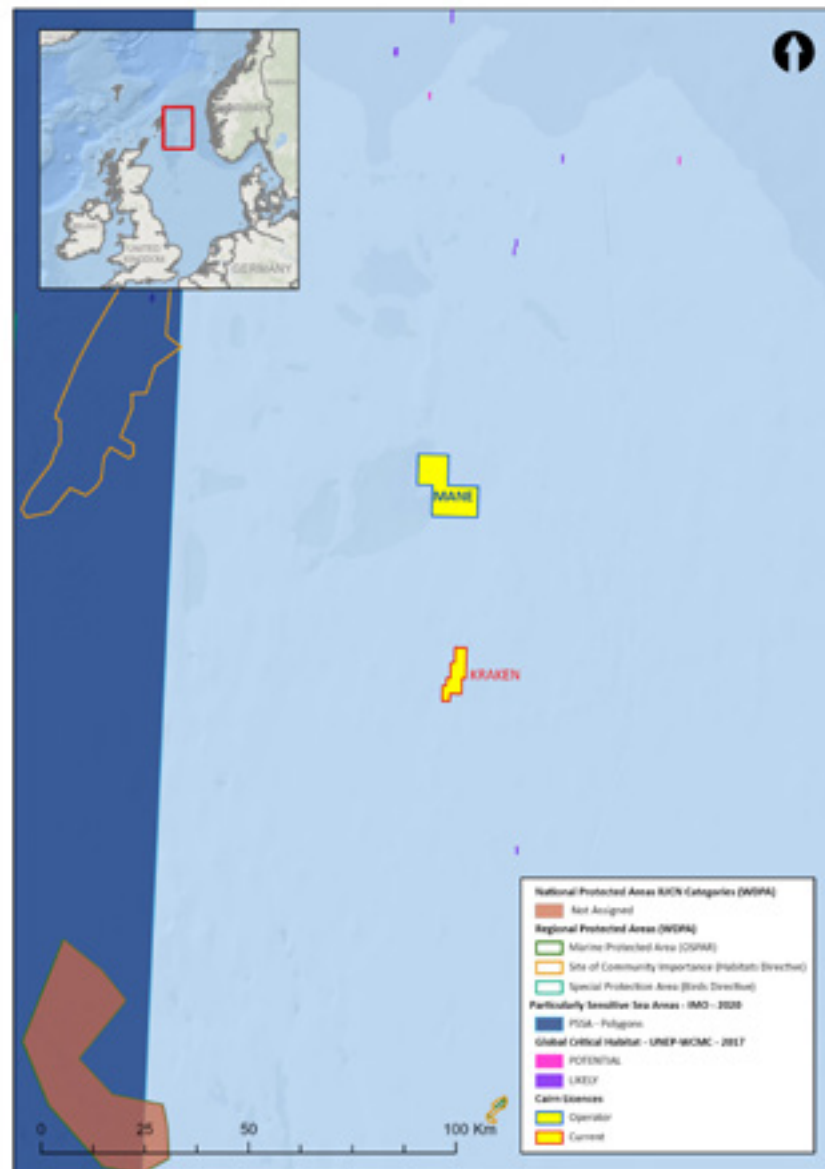
**GRI 304-2: Significant impacts of activities, products, and services on biodiversity.**

The reporting organization shall report the following information:

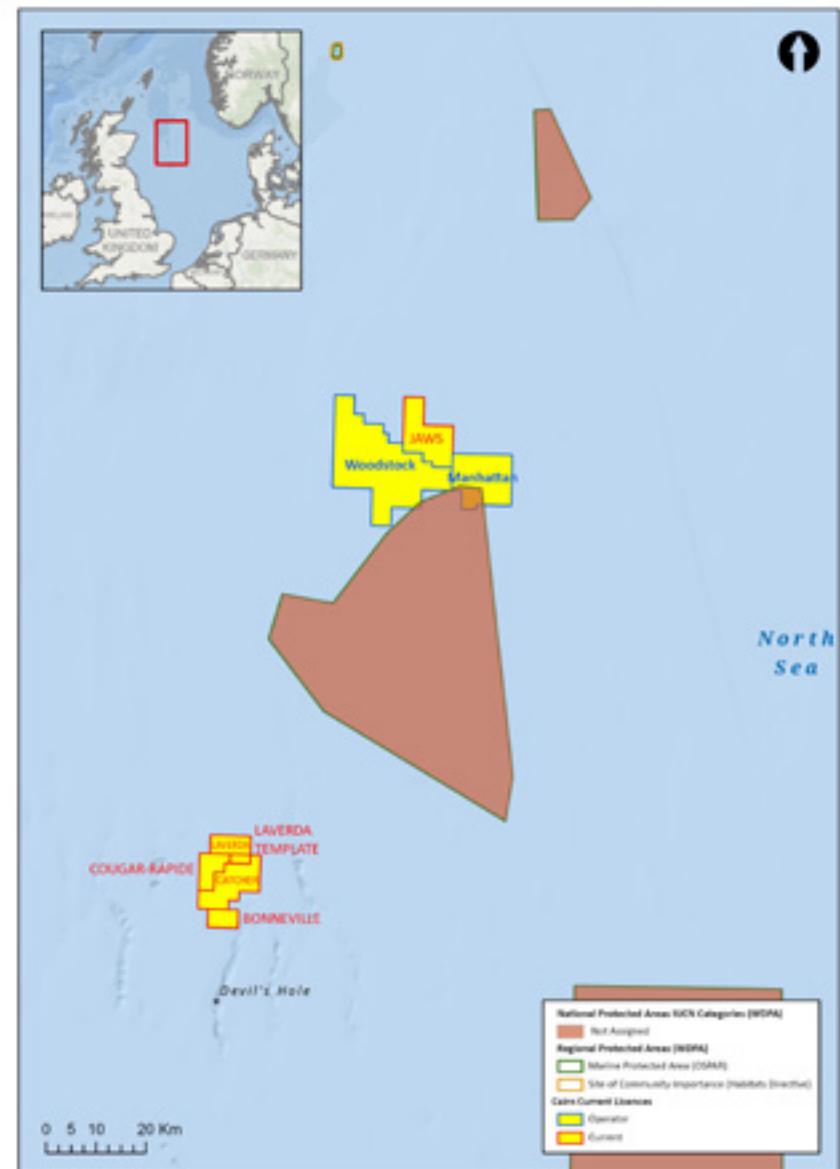
- a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:
  - i. Construction or use of manufacturing plants, mines, and transport infrastructure;
  - ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources);
  - iii. Introduction of invasive species, pests, and pathogens;
  - iv. Reduction of species;
  - v. Habitat conversion;
  - vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).
- b. Significant direct and indirect positive and negative impacts with reference to the following:
  - i. Species affected;
  - ii. Extent of areas impacted;
  - iii. Duration of impacts;
  - iv. Reversibility or irreversibility of the impacts.

Area of operations	Type of Operation – Potential Impact	Significant direct or indirect impacts on species
UK – Offshore East Orkney Basin Licence P2468	No activities in 2020	Not applicable.
UK – Mane Licence P2466	No activities in 2020	Not applicable.
UK – Offshore Woodstock Licence P2379	No activities in 2020	Not applicable.
UK – Offshore Manhattan Licence P2381	No activities in 2020	Not applicable.
Côte d'Ivoire – CI-301	No activities in 2020	Not applicable.
Côte d'Ivoire – CI-302	No activities in 2020	Not applicable.
Suriname – Block 61	No activities in 2020	Not applicable.
Mexico – Block 15	No activities in 2020	Not applicable.

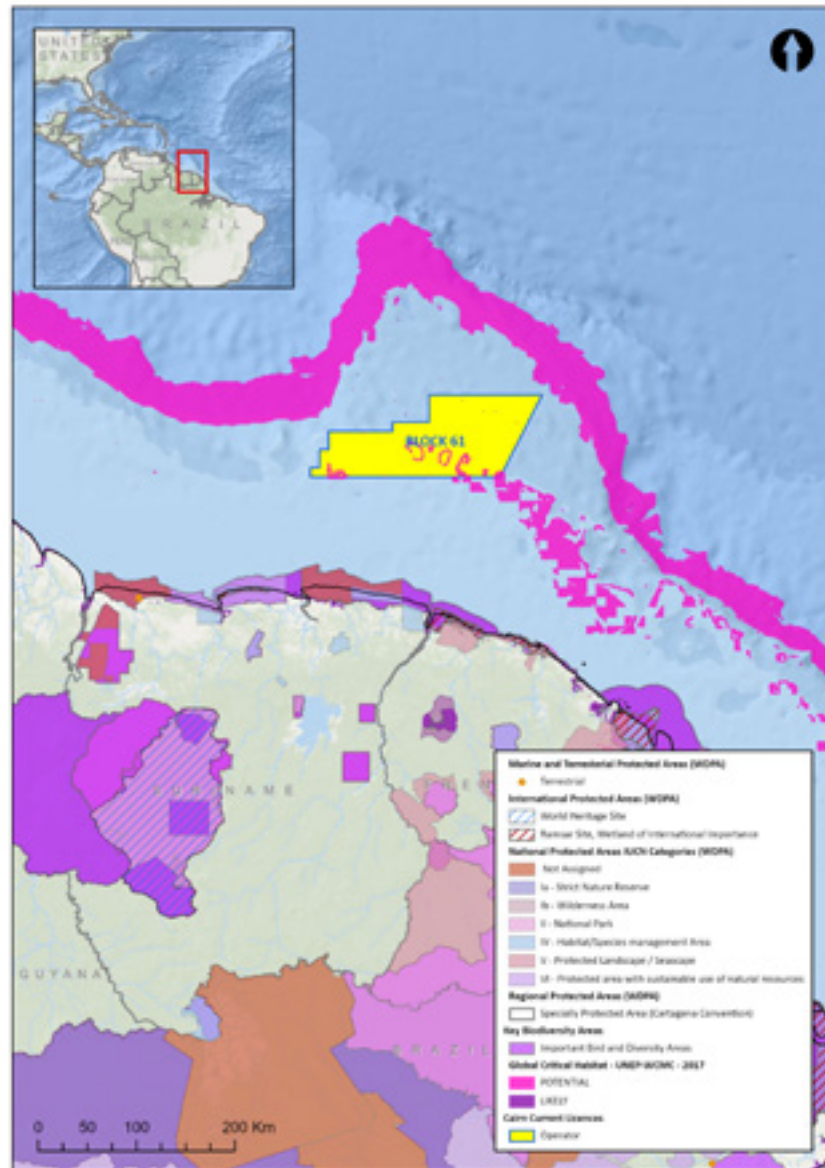
Protected areas offshore the UK and Norway



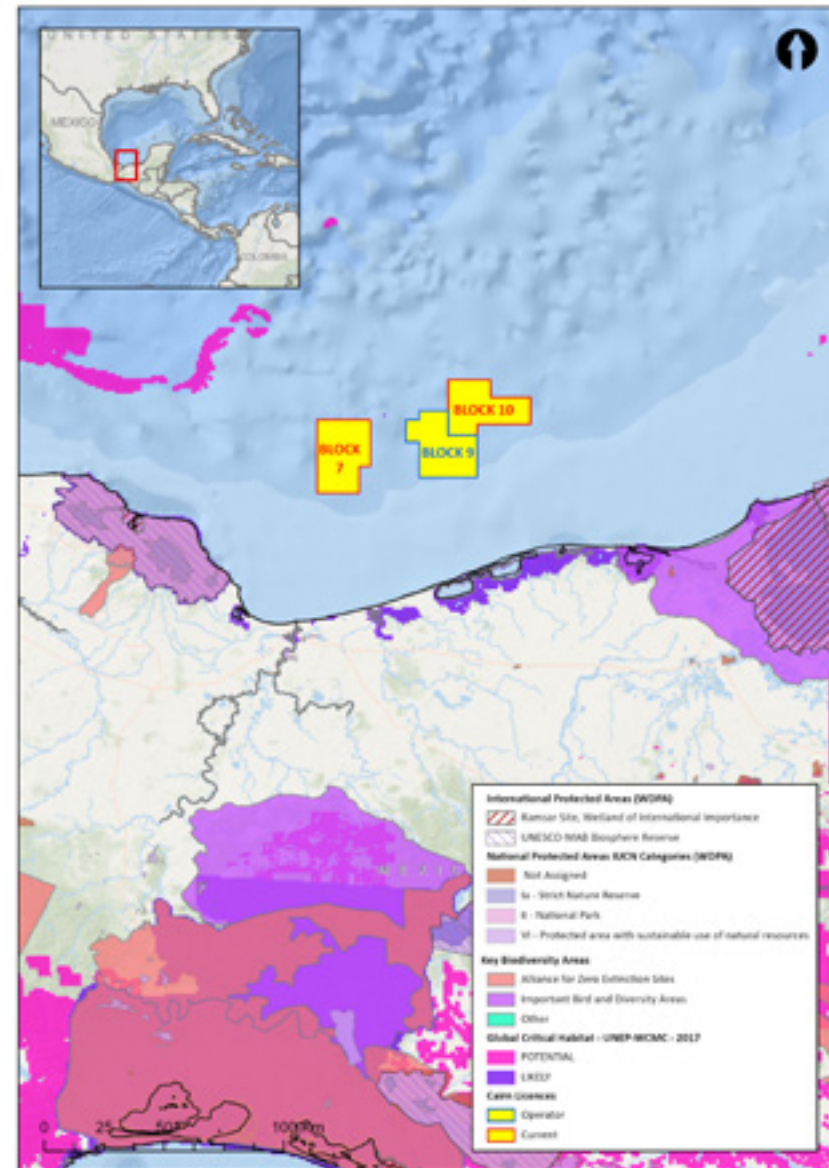
Protected areas offshore the UK and Norway



## Protected areas offshore Suriname

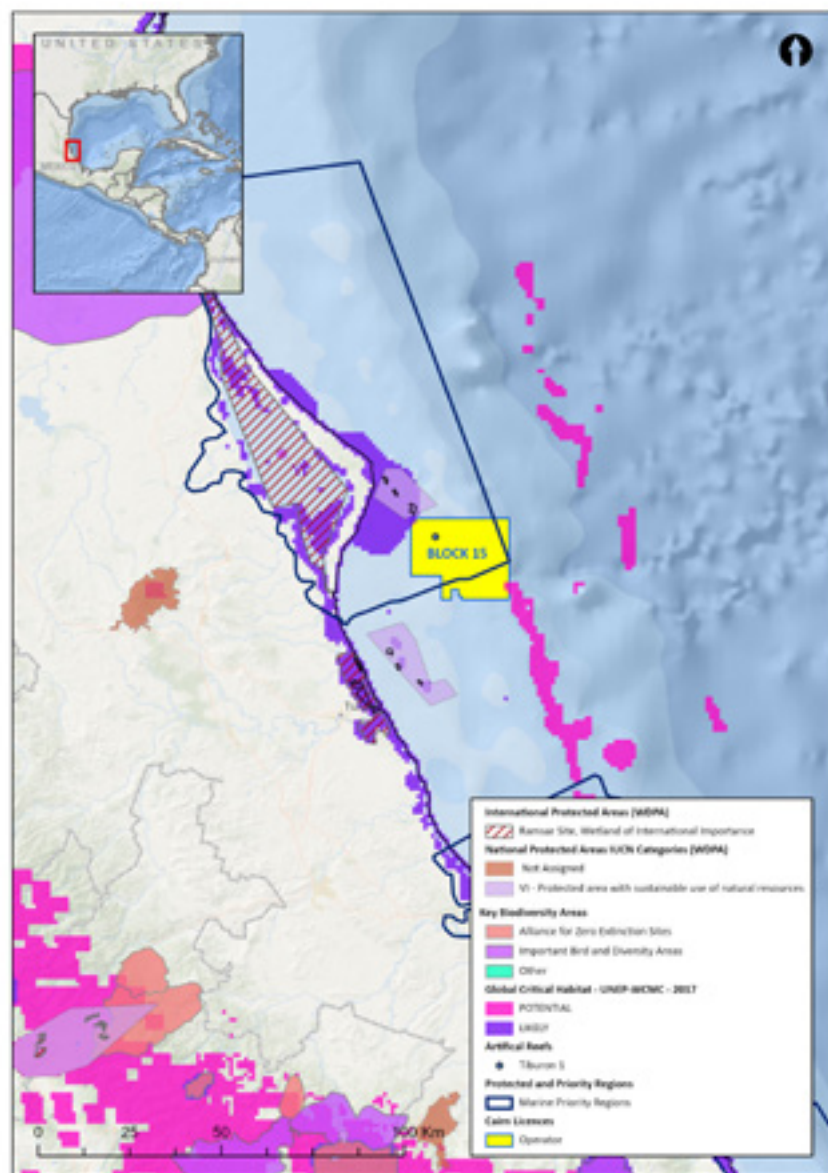


## Protected areas offshore Mexico

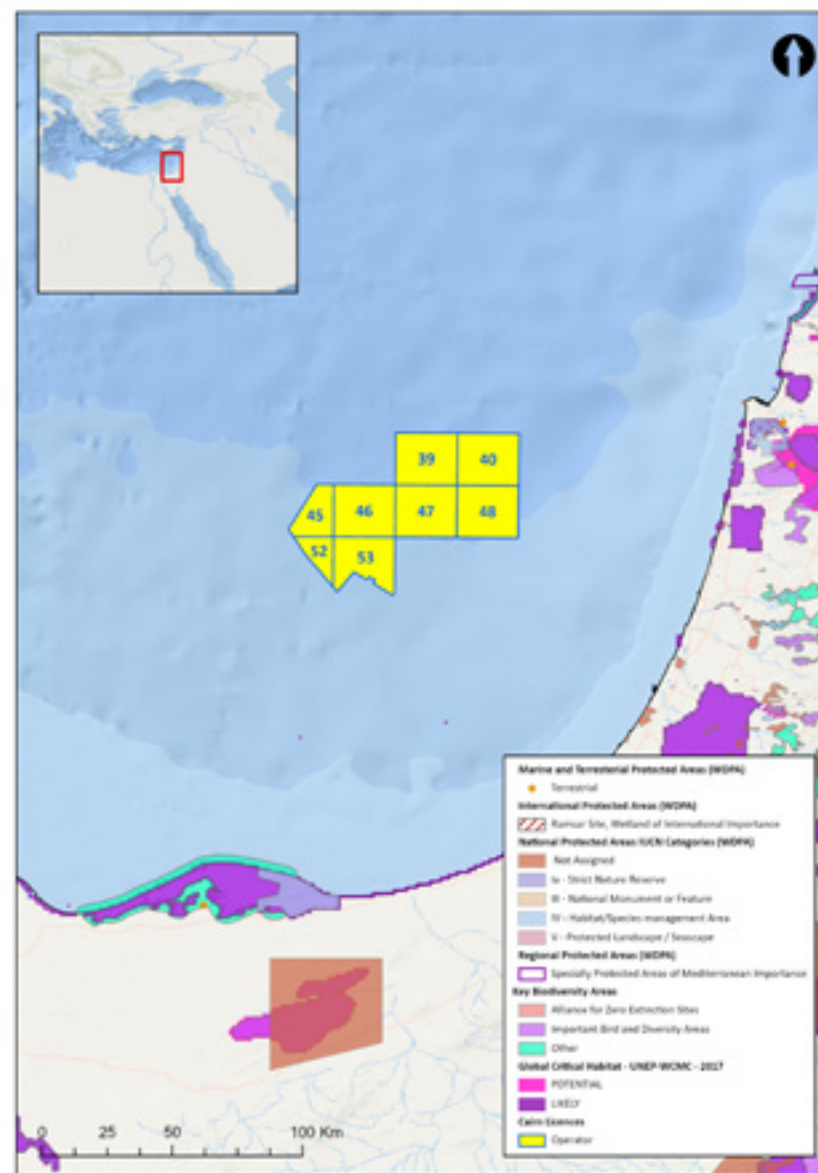




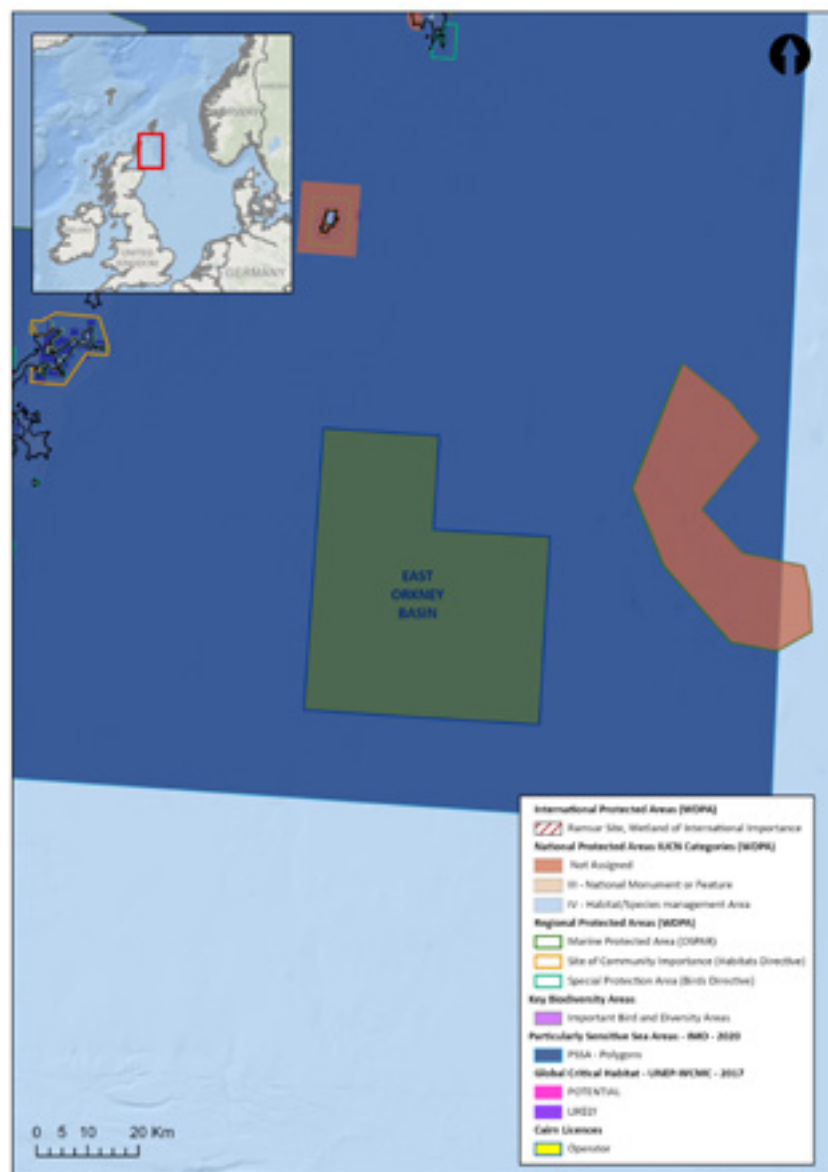
## Protected areas offshore Mexico



## Protected areas offshore Israel



## Protected areas off-shore East Orkney Basin





Area of operations	Type of Operation – Potential Impact	Significant direct or indirect impacts on species
Mexico – Block 9	Completion of Bitol-1SON exploration well. Post drilling environmental survey. Bitol-1SON wellhead removal.	<p>Drilling of the Bitol-1SON exploration well, from a semi-submersible rig, was undertaken throughout January – March. The well was plugged and abandoned in March, at which point, the wellhead could not be removed for a number of technical and operational reasons. The drilling activities from the rig, and associated support vessels, did not have any significant direct or indirect impacts on biodiversity, as evidenced by the post drilling environmental survey work which concluded:</p> <p><i>Material resembling settled drill cuttings/water-based muds (WBM) was observed in a single box core sample at a station sampled within 100 m of Bitol-1SON. There was no other evidence of reduced sediment or settled cuttings at any of the other 15 well site stations located within 250 m from Alom-1SON or Bitol-1SON. Redox measurements of box core surface sediments (4 cm depth) were positive and moderately high, indicating adequate dissolved oxygen in sediment porewater.</i></p> <p><i>Benthic sediments had low, ambient level, concentrations of metals and organics, except for elevated barium (from barite) at the well sites, however, overall impacts to sediment quality were deemed insignificant mainly due to the non-toxic nature of barite and the likelihood of rapid recovery at this relatively high-energy, shelf-depth habitat.</i></p> <p><i>Macrofaunal abundance was low in comparison with worldwide data reported from continental shelf depths, reflecting the relatively low productivity of southern Gulf of Mexico overlying waters. However, the fauna was relatively diverse, with 210 distinct taxa identified, reflecting a cosmopolitan community typical of shelf habitats.</i></p> <p><i>Based on environmental sample data acquired from the July 2020 PES survey and subsequent ROV surveys at each well site, there were no significant impacts within 250 m of each wellhead.</i></p> <p>Vessel based sampling was undertaken in the vicinity of the Alom-1SON and Bitol-1SON exploration wells in July. The sampling included water column and seabed sampling, as well as photographic and video acquisition. No significant direct or indirect impacts on biodiversity resulted from the sampling operations.</p> <p>The Bitol-1SON wellhead removal project was undertaken from a specialised vessel equipped with a work-class remotely operated vehicle (WROV) in November. No significant direct or indirect impacts on biodiversity resulted from the sampling operations.</p>
Israel – Blocks 39, 40, 45, 46, 47, 48, 52, and 53	No activities in 2020	Not applicable.

**GRI 304-3: Habitats protected or restored**

The reporting organization shall report the following information:

- Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.
- Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.
- Status of each area based on its condition at the close of the reporting period.
- Standards, methodologies, and assumptions used.

There are no habitat protection or restoration activities, within the definition of the reporting requirements of GRI304-3, to report. Supplementary information on the company's biodiversity management activities related to habitat protection and restoration, described in the main report, are provided below for information.

Location	Details
Suriname	The company has provided funding to Anton de Kom University to further develop an existing coastal protection and mangrove rehabilitation project in the location of Weg naar Zee, North of Paramaribo. The project funding provides for improvements to a mangrove nursery and welfare facilities for staff and volunteers working on the project, in addition to the construction of permeable dam structures, using the 'building with nature' concept, to protect approximately 0.6km of coastline and restore approximately gha of mangrove habitat.
Mexico	A biodiversity action plan (BAP) for the company's activities in Block-9 was produced, focussing on potential impacts to the critically endangered Kemps' Ridley sea turtle. No impacts on the species were recorded during monitoring work during project activities. Subsequently, a net gain for the species was achieved through funding donated to the Vida Milenaria sea turtle protection group.

**GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations**

The reporting organization shall report the following information:

- a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:
  - i. Critically endangered (CR)
  - ii. Endangered (EN)

- iii. Vulnerable (VU)
- iv. Near threatened (NT)
- v. Least concern (LC)

Note: DD refers to Data Deficient on the IUCN Red List

Area of operations	Type of Operation	IUCN Red List species in areas affected by operations
UK – Offshore East Orkney Basin Licence P2468	No activities in 2020	Not applicable.
UK – Mane Licence P2466	No activities in 2020	Not applicable.
UK – Offshore Woodstock Licence P2379	No activities in 2020	Not applicable.
UK – Offshore Manhattan Licence P2381	No activities in 2020	Not applicable.
Côte d'Ivoire – CI-301	No activities in 2020	Not applicable.
Côte d'Ivoire – CI-302	No activities in 2020	Not applicable.
Suriname – Block 61	No activities in 2020	Not applicable.
Mexico – Block 15	No activities in 2020	Not applicable.
Mexico – Block g	Offshore drilling, post-drilling environmental survey, and wellhead removal.	<p>The IUCN Red List was interrogated<sup>1</sup> for species which may be present within Block g. Noting that the IUCN Red List applies a 50km buffer to the boundaries of a search, the results returned therefore overlapped with the shoreline and terrestrial environment. As such terrestrial species returned in the report were removed to derive the following totals of species with habitats in areas affected by the operations in Block g:</p> <ul style="list-style-type: none"> <li>• 11 Critically Endangered (CR) species</li> <li>• 18 Endangered (EN) species</li> <li>• 41 Vulnerable (VU) species</li> <li>• 27 Near Threatened (NT) species</li> <li>• 1095 Least Concern (LC) species</li> <li>• 56 Data Deficient (DD) species</li> </ul> <p><sup>1</sup>IBAT PS6 &amp; ESS6 Report. Generated under licence 303-14157 from the Integrated Biodiversity Assessment Tool on 17 February 2021 (GMT). <a href="http://www.ibat-alliance.org">www.ibat-alliance.org</a></p>
Israel – Blocks 39, 40, 45, 46, 47, 48, 52, and 53	No activities in 2020	Not applicable.

## SOCIETY

## SOCIAL AND ECONOMIC BENEFITS

## Social investment (£) ★

	2016	2017	2018	2019	2020
Cairn total	95,694	185,242	85,592	155,577	327,783
Community development total	42,689	86,773	48,137	0	0
Senegal	42,689	86,773	48,137	0	0
Disaster relief total	0	3,879	0	0	0
Mexico	n/a	3,879	0	0	0
Education total	20,501	39,871	37,455	58,228	119,673.00
Senegal	20,501	39,871	37,455	58,228	40,450
Suriname	0	0	0	0	79,223
Environment total	6,248	6,982	0	0	23,739
Suriname	6,248	6,982	0	0	23,739
Health total	0	0	0	0	54,523
Senegal	0	0	0	n/a	38,945
Suriname	0	0	0	n/a	15,578
National contractor training total	7,858	47,736	0	0	129,849
Senegal	7,858	47,736	0	0	129,849
Other total	18,397	0	0	97,096	0
Senegal	18,397	0	0	97,096	0

**Note:** Cairn defines social investment as 'pro-active contributions or actions taken by Cairn to help bring benefits to communities where we operate'. These may include community development projects, capacity building within national institutions and developing skills within local businesses.

**Note:** Figures for social investment are collated from the following sources:

- social investment budget expenditure of an operating asset, collated by the HSE department; and
- skills awareness training provided to local businesses through operations, from data supplied by the Logistics department and local HSE departments.

**Note:** A category for 'National contractor training' was added in 2016. Previous contractor training payments were included under education.

**Restatement:** Total Social Investment figure for 2019 was updated in 2020 as information on Senegal Payment for Education to National Institute of Oil and Gas for 2019-2020 years was provided by operator in 2020.

## Charitable giving

## Charitable giving in the UK (£)

	2016	2017	2018	2019	2020
United Kingdom total	216,470	285,000	248,140	250,600	390,000
Children	106,480	103,860	110,500	165,000	165,000
Community development	31,600	59,835	50,100	30,000	70,000
Culture	40,000	20,000	20,000	0	0
Disaster relief	0	0	0	0	0
Education	15,000	10,250	1,350	0	140,000
Environment	15,000	10,000	0	0	0
Health	8,390	45,730	66,190	30,000	10,000
Other	0	35,325	0	25,600	5,000

**Note:** Figures for charitable giving are collated by the Corporate Affairs department from the corporate charities committee budget.

## HUMAN RIGHTS

## Human rights approach

## Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening (number/%) ★

	2016	2017	2018	2019	2020
Cairn total	2/22	2/18	5/50	6/100	8/100

**Note:** A significant investment agreement is defined as one that requires Board approval. This equates to one with a net expenditure in excess of US\$1 million.

**Note:** Significant investment agreements and contracts are assessed against specified investment criteria, which include an assessment of the potential corporate responsibility risks, including human rights, involved with the opportunity. The Investment Proposal (IP) summarises the outcome of the review (including the CR assessment), the recommended terms of the offer and how the opportunity would be managed in the event of success. These IPs are signed off by all functional department heads, the Chief Operating Officer (COO) on behalf of the Management Team (MT) and the Chief Executive Officer (CEO) on behalf of the Executive Team (ET).

**Note:** Data for this indicator is compiled by reviewing all IPs that were approved in the reporting year.

**Note:** All operations are screened broadly for human rights issues at the investment proposal stage. In this indicator we include only those agreements, finalised in the reporting year, that make specific reference to human rights.

**Calculation:** Number of IPs approved in the reporting year that include specific reference to human rights/number of IPs approved in the reporting year x 100.

## Operations that have been subject to human rights reviews or impact assessments (number/%)

	2016	2017	2018	2019	2020
Cairn total	4/100	4/100	4/100	5/100	5/100

**Note:** For the purposes of this indicator we define an operation as a country in which we had operational activity (including field and office activity) in the reporting year. It should be noted that we may have more than one set of assets in a given country.

**Note:** All field operations have been assessed for risks related to corruption although the assessments may not have taken place in the reporting year itself.

## Human rights and community relations

	2016	2017	2018	2019	2020
Percentage of (1) proved and (2) probable reserves in or near areas of conflict (%)	n/a	n/a	n/a	n/a	0
Percentage of (1) proved and (2) probable reserves in or near indigenous land (%)	n/a	n/a	n/a	n/a	0
Number and duration of non-technical delays associated with community rights and interests (number, days)	n/a	n/a	n/a	n/a	0

### Employees trained on human rights policies and procedures

	2016	2017	2018	2019	2020
% of all Cairn employees that received training in the reporting year	0	47	17	7	98
Hours of training received by all Cairn employees	0	43	17	56	88

**Note:** An employee is defined as a person employed by and on the payroll of Cairn. Persons employed under short-service contracts are included as Cairn employees provided they are paid directly by Cairn. Personnel who are contracted for more than three months to an organisational position and who are categorised as 'other workers' in the database are not included in the employee numbers for this indicator.

**Calculation:** Number of employees trained (during the reporting year) on policies and procedures relating to human rights/number of employees x 100.

### Non discrimination

#### Total number of incidents of discrimination

	2016	2017	2018	2019	2020
Incidents of discrimination	0	0	0	0	0

### Grievances

#### Total number of grievances from employees

	2016	2017	2018	2019	2020
Filed	0	0	0	0	0
Filed and addressed	0	0	0	0	0
Filed, addressed and resolved	0	0	0	0	0
Filed prior to reporting period but resolved during reporting period	0	0	0	0	1

#### Labour relations grievance policy (%)

	2016	2017	2018	2019	2020
Total employees covered by non-retaliation and grievance policy	100	100	100	100	100

#### Total number of grievances from society

	2016	2017	2018	2019	2020
Filed	0	0	0	0	0
Filed and addressed	0	0	0	0	0
Filed, addressed and resolved	0	0	0	0	0
Filed prior to reporting period but resolved during reporting period	1	0	0	0	1

**Note:** There were no incidents of violation involving rights of indigenous peoples.

## GOVERNANCE

## ETHICS AND ANTI-BRIBERY AND CORRUPTION

## Ethics

## Business ethics compliance (number)

	2016	2017	2018	2019	2020
Incidents of non-compliance with Cairn's Code of Business Ethics	0	0	0	0	0
Employee dismissals resulting from non-compliance with Code of Business Ethics	0	0	0	0	0
Contracts cancelled in part due to concerns about contractors' ability/willingness to operate in line with business principles	0	0	0	0	0

## Anti-bribery and corruption

## Operations assessed for risks related to corruption (number/%) ★

	2016	2017	2018	2019	2020
Cairn total	4/100	4/100	4/100	5/100	5/100

**Note:** For the purposes of this indicator we define an operation as a country in which we had operational activity (including field and office activity) in the reporting year. It should be noted that we may have more than one set of assets in a given country

**Calculation:** Number of operations in the reporting year that have been assessed at some point for risks related to corruption/total number of operations in the reporting year x 100.

**Note:** All of the operations included have been assessed for risks related to corruption although the assessments may not have taken place in the reporting year itself.

**Note:** Significant risks identified include: 1) risk of corruption acts in the supply chain, 2) risk of local contractors not being adequately trained on anti-bribery and corruption, 3) risk of not adapting corporate antibribery and corruption management system to the local culture, 4) risk of operating in jurisdictions perceived as high risk for bribery, 5) risk of poor communication and monitoring of anti-bribery and corruption policies and procedures.

## Total communicated to on anti-corruption policies and procedures (number/%) ★

	2016	2017	2018	2019	2020
Board members	9/100	10/100	9/100	9/100	9/100
Total employees	170/100	180/100	201/100	211/100	173/100
Total management grade employees	54/100	53/100	64/100	67/100	57/100
Total non-management grade employees	116/100	127/100	137/100	144/100	116/100
Total business partners*	20/87	5/63	22/88	33/100	11/100
Business partners – significant suppliers	19/95	5/100	19/100	28/100	5/100
Business partners – joint venture partners	1/33	0/0	3/50	5/100	6/100

**Note:** Data on business partners communicated to on anti-corruption policies and procedures is only available since 2015.

**Note:** Significant suppliers are defined as any new suppliers that Cairn selected during the reporting year that required approval from Cairn's Contracts Committee.

**Calculation:** Number of Board members/employees/management grade employees/non-management grade employees/business partners who have had Cairn's anti-corruption policies and procedures communicated to them during the reporting year/total number of Board members/employees/management grade employees/non-management grade employees/business partners x 100

**Note:** All JV business partners will receive a copy of Cairn's Group Code of Ethics when they first become a partnership. The data presented is for those 'communicated to' in the reporting year.

**Note:** The following notes explain the processes Cairn goes through to ensure that anti-corruption risks are assessed and to ensure its anticorruption policies and procedures are communicated to its business partners. In line with the requirements outlined in the UK Bribery Act, Cairn applies a risk-based approach to assessing corruption risk prior to establishing new operations and contracting with new joint venture partners and suppliers. Cairn considers a number of factors when determining the level of anti-bribery and corruption due diligence to be completed, such as the Corruption Perceptions Index score for the relevant country and the level of contact the business partner is expected to have with public officials.

These factors are objectively scored, and the appropriate level of due diligence is determined accordingly. This process is mandatory for all Cairn Group companies, business units and locations.

In addition, all Cairn contractors are required to comply with Cairn's Group Code of Ethics. Consequently, this policy document is incorporated into contracts entered into by the Cairn Group with suppliers, consultants and agents.

As Operator (or prospective Operator) under a licence, we provide the relevant Government with details of our anti-bribery policies and procedures in the following circumstances:

- in the course of submitting an application under a licence bid round;
- where requested by the party from whom we are acquiring an interest in a licence;
- in the course of requesting consent from the relevant government to an acquisition of interests (if required); and
- where otherwise requested by the relevant government. Up-to-date versions of Cairn's anti-bribery and corruption policy documents are displayed on the Cairn Energy website at all times.

## Employees communicated to on anti-corruption policies and procedures, and country breakdown (number/%) ★

	2016	2017	2018	2019	2020
Mexico	n/a	1/100	5/100	6/100	7/100
Senegal	1/100	5/100	2/100	3/100	1/100
United Kingdom	143/100	145/100	153/100	158/100	165/100

## Business partners communicated to on anti-corruption policies and procedures, and country breakdown (number/%) ★

	2016	2017	2018	2019	2020
Mexico	n/a	1/100	7/100	14/100	1/100
Morocco	n/a	n/a	3/100	12/100	0
Norway	19/90	3/50	0/0	0/0	1/100
Senegal	n/a	n/a	1/100	0/0	1/100
United Kingdom	1/50	1/100	11/100	7/100	3/100

**Total employees (and Board members) trained in Cairn's anti-corruption policies and procedures (number/%) ★**

	2016	2017	2018	2019	2020
Board members	9/100	10/100	9/100	9/100	9/100
Total employees	154/91	31/17	68/34	199/94	173/100
Total management grade employees	50/93	11/21	31/48	66/99	57/100
Total non-management grade employees	104/90	20/16	37/27	133/92	116/100

**Employees trained in Cairn's anti-corruption policies and procedures, and country breakdown (number/%) ★**

	2016	2017	2018	2019	2020
Mexico	n/a	0/0	5/100	5/83	7/100
Senegal	1/100	2/40	2/100	3/100	1/100
United Kingdom	129/90	29/20	59/39	151/96	165/100

**Note:** All Cairn employees have been trained in Cairn's anti-corruption policies and procedures, but these are the figures for employees who received training in the reporting year.

**Calculation:** Number of employees trained in Cairn's anti-corruption policies and procedures during the reporting year/total number of employees x 100.

**DEFINITIONS**

**Employee:** person employed by, and on the payroll of, Cairn. Persons employed under short-service contracts are included as Cairn employees provided they are paid directly by Cairn. Cairn has a lot of other individuals who work on its behalf in the office; those who are contracted for more than three months to an organisational position are categorised as 'other workers'. These individuals are included as employees for the purposes of reporting health and safety statistics, but are not included in this training data. Cairn's anti-corruption policies and procedures: Cairn has a well-established anti-bribery and corruption management system and procedures which look to mitigate the risks of bribery or corruption in the supply chain and when considering new investment opportunities.

Data on board members cannot be broken down by country as Cairn has only one board of directors which is located in the UK.

**Anti-competitive behaviour (number)**

	2016	2017	2018	2019	2020
Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	0	0	0	0	0

**TRANSPARENCY**
**Reserves**

	2016	2017	2018	2019	2020
Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	not reported	not reported	not reported	n/a	0
Amount invested in renewable energy, revenue generated by renewable energy sales (\$'000 US)	not reported	not reported	not reported	n/a	0
Revenues/savings from investments in low-carbon alternatives (e.g. ED, equipment, products and services (\$'000 US))	not reported	not reported	not reported	n/a	0



## Payments to governments

## Total payments to governments (US\$'000) ★

	2016	2017	2018	2019	2020
Signature, discovery and production bonuses	0	8,000	0	870	0
Licence, rental and entry fees	329	656	4,248	5,018	2,288
Corporate income tax	-35,468	-30,225	-37,355	-30,488	21
Withholding tax withheld on payments to group companies	0	0	0	0	0
VAT	-3,682	-6,625	-7,766	-6,579	-3,801
Customs duty	172	206	11	4	0
Training allowances	468	224	200	0	0
PAYE and NI	18,558	22,076	27,450	27,671	15,450
Withholding tax withheld on payments to third parties	4,244	10,764	707	3,727	468
Other	408	749	0	106	1,545

## Payments to governments, and country breakdown (US\$'000) ★

	2016	2017	2018	2019	2020
Signature, discovery and production bonuses					
Mexico	0	8,000	0	0	0
Israel	n/a	n/a	n/a	870	0

	2016	2017	2018	2019	2020
Licence, rental and entry fees					
Côte d'Ivoire	0	0	1,245,38	0	0
Greenland	0	0	0	0	0
Ireland	113	103	85	28	0
Israel	n/a	n/a	n/a	83	87.7
Malta	0	0	0	0	0
Mauritania	0	0	0	0	0
Mexico	0	375	1,842	2,959	1,955
Norway	105	60*	884	1,882	0
Senegal	107	107	107	0	0
Spain	0	0	0	0	0
United Kingdom	5*	11*	84	67	245.3
Infrastructure improvements					
Mexico	0	0	0	0	0
Morocco	0	0	0	0	0
Corporate income tax					
Ireland	0.1	0.1	0.0	0.0	0.0
Mexico	0.0	0.0	0.0	398	20.5
Norway	-35,468	-30,225	-37,355	-30,886	0
Withholding tax withheld on payments to group companies					
Morocco	0	0	0	0	0
VAT					
Ireland	-7	-9	-14	0	-4.1
Malta	0	0	0	0	0
Mexico	0	726	0	0	132.7
Morocco	14	0	4	0	0
Norway	1,282	-1,952	-2,461	-3,692	-430.2
Spain	-26	-15	0	0	0
United Kingdom	-4,945	-5,375	-5,295	-2,887	-3,499.6

	2016	2017	2018	2019	2020
Customs duty					
Senegal	172	206	11	4	0
Training allowances					
Greenland	268	0	0	0	0
Malta	0	0	0	0	0
Morocco	0*	24	0	0	0
Senegal	200	200	200	0	0
Mauritania	0*	0	0	0	0
PAYE and NI					
Greenland	0	0	0	0	0
Mexico	0	28	484	312	296.4
Morocco	26	24	20	0	0
Norway	3,085	3,860	4,717	12,014	314
Senegal	239	455	473	384	95.98
Spain	29	18	0	0	0
United Kingdom	15,179	17,690	21,758	14,962	14,734.5
Withholding tax withheld on payments to third parties					
Brazil	n/a	n/a	n/a	15	0
Greenland	0	0	0	0	0
Ireland	0	0	0	0	0
Mexico	n/a	n/a	n/a	45	462.55
Morocco	93	0	2	520	0
Nicaragua	n/a	n/a	n/a	2,923	0
Senegal	4,151	10,585*	661	39	5.8
United Kingdom	0	179	44	186	0
Other					

## Payments to governments, and country breakdown continued

	2016	2017	2018	2019	2020
Brazil	n/a	n/a	n/a	98	101.49
Greenland	132	0	0	0	
Ireland	0	0	0	0	
Mexico	0	280	0	0	
Morocco	0	0	0	0	
Nepal	0	0	0	0	
Norway	-4	0	0	0	
Senegal	280	469	0	8	745.62
United Kingdom	0	0	0	0	698.22

**Note:** Payments to governments are defined as any payments made to governments.

**Note:** Figures for any payments made to governments during the reporting year are collated by Cairn's Finance department at the end of each calendar year. The figures include both payments to governments included in our EITI (Extractive Industries Transparency Initiative) reporting, such as corporate income tax, licence fees and withholding tax suffered, and additional payments made including VAT and payroll taxes and social security costs.

**Note:** Data has been provided for individual countries where relevant payments have been made.

**Note:** Negative figures reflect refunds received. These figures represent a net of payments and refunds.

**Note:** For all but the tax payments, Cairn reports only the gross payments for assets that we operate in support of two transparency initiatives, namely the European Union Accounting Directive and the Extractive Industries Transparency Initiative (EITI).

## Public policy

## Political contributions (£) ★

	2016	2017	2018	2019	2020
Money paid to political parties and institutions	0	0	0	0	0

## Compliance

## Non-compliance with laws and regulations (excluding environmental)

	2016	2017	2018	2019	2020
Incidents (number)	0	0	0	0	0
Non-monetary sanctions (number)	0	0	0	0	0
Monetary value of significant fines (£'000)	0	0	0	0	0

## ECONOMICS AND FUNDING

## Investment proposals that covered results of CR due diligence (%) ★

	2016	2017	2018	2019	2020
Investment proposals	100	100	100	100	100

**Note:** Investment Proposals (IPs): In 2018 Cairn required that any new investment with a net expenditure in excess of US\$1 million should be assessed against specified investment criteria, which include an assessment of the potential CR risks involved with the opportunity. For those investment opportunities that are taken forward to the Board for approval, an IP is required which summarises the outcome of the review (including the CR assessment), the recommended terms of the offer and how the opportunity would be managed in the event of success. These IPs are signed off by all functional department heads, the Chief Operating Officer (COO) on behalf of the Management Team (MT) and the Chief Executive Officer (CEO) on behalf of the Executive Team (ET).

**Note:** This indicator measures the proportion of IPs approved in the reporting year that covered the results of CR due diligence. Figures are compiled by reviewing all investment proposals approved in the reporting year.

**Calculation:** Number of IPs approved in the reporting year that covered the results of CR due diligence/number of IPs approved in the reporting year x 100.

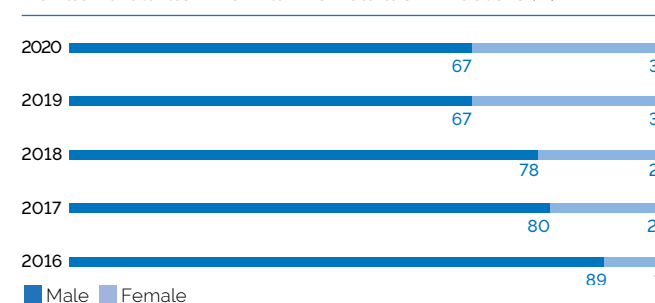
## CORPORATE GOVERNANCE

## Board meetings that considered CR issues (%)

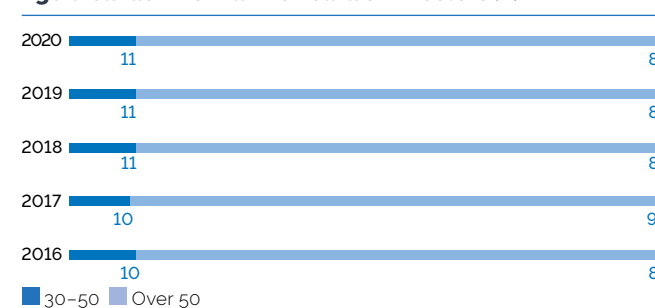
	2016	2017	2018	2019	2020
Cairn total	100	100	100	100	100

**Note:** The Board is ultimately accountable for ensuring Cairn meets our standards of Corporate Governance. It provides a leadership role in risk management and requires routine updates on CR-related risks and performance. CR performance is a standing item on the Board agenda and the Board received a CR corporate and operational update at each Board meeting in 2020. It also routinely examines the status and management of high risk issues facing the company. The Board received performance update papers for each meeting in 2020.

## Gender breakdown of Cairn's Board of Directors (%)



## Age breakdown of Cairn's Board of Directors (%)



## Cairn's Board members from minorities (%)

	2016	2017	2018	2019	2020
Total	0	0	0	0	0