

People



Facilities



Operations



Information



Reputation



Guideline for PTTEP Security Management

The security management intends to provide advice on the best practices for the management of the security environment across PTTEP assets and projects worldwide.



Risk assessments

The Corporate Security Section, project, or assets owner ensures that the risk assessment shall be conducted prior to approving an operation or deployment of personnel into a high-risk area, in order to ensure:

- The security of personnel and assets
- The success of the Company's short and long-term operations
- The promotion and protection of human rights

To be accurate and effective, the risk assessments shall consider the following factors:

- Identification of security risks
- Potential for violence
- Human rights records
- Rules of law
- Conflict analysis
- Equipment transfers to public or Private Security Companies (PSCs)



Interactions with public security

PTTEP make every effort to ensure that actions taken by governments, particularly the actions of public security providers, are consistent with the protection and promotion of human rights. Where circumstances arise, PTTEP should contribute to, or otherwise reimburse, the costs of protecting company facilities and personnel borne by public security.

To reduce the risk of abuse and to promote respect for human rights generally, PTTEP should adhere to the following voluntary principles to guide relationships between PTTEP and public security regarding security provided to PTTEP.



Interactions with private security

Where host governments are unable or unwilling to provide adequate security to protect PTTEP personnel or assets, PTTEP should engage Private Security Company/Contractor (PSCs) to complement public security.

PSCs shall:

- Not employ individuals credibly implicated in human rights abuses to provide security services.
- Use force only when strictly necessary and to an extent proportional to the threat.
- Not violate the rights of individuals while exercising the right to exercise freedom of association and peaceful assembly, to engage in collective bargaining, or other related rights of Company employees as recognized by the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.
- Maintain the confidentiality of information obtained as a result of its position as a security provider, except where to do so would jeopardize the principles contained herein.

Monitoring of Security Providers

to ensure they fulfill their obligation to provide security in a manner consistent with the rules of conduct outlined by our company

To minimize the risk that PSCs exceed their authorities as providers of Security, and to promote respect for human rights generally, PTTEP has developed the following additional voluntary principles and Guidelines

- Where appropriate, PTTEP shall include the principles outlined above as contractual provisions in agreements with PSCs and ensure that private Security personnel are adequately trained to respect the rights of employees and the local community. To the extent practicable, agreements between PTTEP and PSCs shall require investigation of unlawful or abusive behavior and appropriate disciplinary action. Agreements should also permit termination of the relationship by PTTEP where there is credible evidence of unlawful or abusive behavior by PSCs' personnel.
- PTTEP shall consult and monitor PSCs to ensure they fulfil their obligation to provide security in a manner consistent with the principles outlined above. Where appropriate, PTTEP shall seek to employ PSCs that are representative of the local population.
- PTTEP shall review the background of PSCs they intend to employ, particularly regarding the use of excessive force. Such reviews shall include an assessment of any previous services provided to the host government (if any) and whether these services raise concern about the PSCs if they perform a dual role as both a security provider and a government contractor.

PTTEP shall consult with other concerned asset and project, home country officials, host country officials, and civil society regarding experiences with PSCs. Where appropriate and lawful, PTTEP shall facilitate the exchange of information about unlawful activity and abuses committed by PSCs.



Grievance mechanisms covering security forces

- Empathy for PTTEP shall be understood and put into practice. The principle of obeying International laws and those of the host country needs to be applied.
- Staff and contractors should ensure they apply the highest moral and ethical standards, particularly where the issue of human rights is concerned.
- All allegations of human rights abuses by PSCs shall be recorded. Credible allegations should be properly investigated. In those cases where allegations against PSCs are forwarded to the relevant law enforcement authorities, PTTEP shall actively monitor the status of investigations and press for their proper resolution.
- In such cases, the corporate security section should investigate the appropriateness of legal mechanisms. Those employees carrying out duties in support of local law enforcement agencies are bound by all relevant policies, procedures, rules, and regulations set down by the state.
- In cases where physical force is used by PSCs, such incidents should be reported to the appropriate authorities and to the Company. Where force is used, medical aid should be provided to injured persons, including offenders.
- Reporting of security incidents and breaches of Policy, Standards, or Procedures shall be implemented effectively, to ensure opportunities for system improvement are recognized, thereby leading to a reduction in risk for future operations.



Audit and assessment of security contractors

- No security program can expect to remain efficient without taking steps to ensure that it keeps pace with the ever-changing needs of the organization that it serves.
- In order to maintain effective and comprehensive security control measures and standards, security performance shall be regularly reviewed in accordance with the SSHE audit standard and improved according to the findings and recommendations from audits and inspections.
- Auditing of the security management process should be undertaken by appropriately qualified and experienced personnel on a regular basis in order to identify accurately both present and future needs and the resources available to meet them. These shall be documented and collated according to the requirements of PTTEP Corporate Security.