





Seplat Energy Plc



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FREEDOM OF ASSOCIATION POLICY


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1.0 INTRODUCTION

Seplat is committed to respecting the human rights and dignity of all employees, and adheres to the laws, universal principles and norms that protect human rights in employment and the freedom of association for employees, including:

- The Constitution of the Federal Republic of Nigeria which guarantees the Freedom of Association.
- The universal labour standards of the International Labour Organization (ILO), as contained in the ‘Declaration on Fundamental Principles and Rights at Work’ which guarantees the right of workers to free association and collective bargaining.
- The CO87 Freedom of Association and Protection of the Right to Organise Convention, 1948


SEPLAT explicitly supports the foregoing principles. It is therefore committed to creating a culture of openness where Management and Employees can deliberate on issues of mutual concern, thereby promoting an inclusive work environment, maintaining good industrial/employee relations, and ensuring that all employees are treated fairly.

2.0 PRINCIPLE

SEPLAT recognizes that effective communication, consultation, and engagement with employees are essential and effective for sustained industrial harmony and has adopted the Joint Consultative Committee (“JCC”) model of Employee Relations which also enable employees to express the foregoing objectives. The JCC model is a trusted intermediary between management & employees which has ensured sustained industrial harmony. Through the JCC, we maintain direct and frequent communication with all employees, and always reinforce the importance of respecting human rights and the part we can all play in creating an optimum working environment where people feel free and perform at their best.

As part of this approach, Seplat applies the following principles and work methods:

1. Seplat maintains fair and transparent collective employee relations through the JCC model, in full cooperation with employees.
2. JCC provides a platform for consultation on all aspects of employee concerns relating to terms and conditions of employment

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3. Seplat shall continue to monitor the application of this policy and take proactive steps to identify real or potential risks to the exercise of the freedom of association. Prompt action shall be taken to address any such risks identified.
4. Seplat will deploy continual dialogue through several channels including the Joint Consultative Committee (JCC), Seplat People Voice (SPV), Town Hall sessions and such other communication medium as may be deemed appropriate, to proactively identify employee concerns and take appropriate steps to address same.

This Policy is binding on all stakeholders of Seplat including Directors, employees, vendors, and partners. It applies to the operations and business activities of all the companies within the Seplat Group.