PremierOil

Working together to safely deliver **responsible energy**

2020 Sustainability Report

Contents

Additional Report Content

The following content is supplementary to the content featured in Premier Oil’s 2020 Sustainability Report.

Introduction

About Premier

Business partners

We rely upon contractor companies for the following services in particular:

- Exploration and appraisal activities
- Construction, development and installation activities
- Well engineering and capping
- Logistics
- Operations
- Decommissioning

The contractor companies that provide these services are comprised of:

- Multi-national oil and gas service companies (many of which are headquartered in OECD countries) and their local subsidiaries
- Local oil and gas service companies, including those based in countries in which we operate

We seek to use local contractor companies where they are assessed to add value. However, a significant proportion of our contractor companies (by value) are multi-national oil and gas service companies, due to Premier's need to access highly specialised skills and capabilities from our extensive supply chains.

We also source materials, tools and equipment from a broad network of international and domestic contractors. These include:

- Floating production storage and offloading (FPSO) units
- Pipelines
- Subsea equipment
- Engineered components
- Drilling components and fluids
- Power generators
- Safety equipment
- Control systems
- Auxiliary equipment
- Fuel

A significant proportion of these materials, tools and equipment are sourced from the countries in which we operate.

Customers

We sell crude oil on the international market to oil companies, traders and refiners across the world. The crude oil is transported to our customers by third party-operated oil tankers.

Premier sells gas largely to utility companies in Singapore, Indonesia and the UK. This is transported via undersea and surface gas pipelines.

Governance

Our approach

Principles, frameworks and standards

We participate in the following industry organisations and initiatives:

- United Nations Global Compact: An initiative for businesses that aims to align their operations and strategies with key principles relating to human rights, labour, the environment and anti-corruption
  www.unglobalcompact.org

- International Association of Oil & Gas Producers (IOGP): An industry association that promotes safe, responsible and sustainable operations in the oil and gas sector and supports the identification and sharing of best practice across a range of areas (including health, safety, the environment, security, social responsibility, engineering and operations)
  www.iogp.org

- Dropped Objects Prevention Scheme (DROPS): An oil and gas industry initiative represented by 200 operators, contractors, service companies and industry bodies
  www.dropsonline.org

- Fire and Blast Information Group (FABIG): An industry initiative that collates, appraises and disseminates knowledge on hydrocarbon fires and explosions, and acts as a forum for discussion on fire and blast related issues in relation to the design of both onshore and offshore facilities
  www.fabig.com

- Energy Institute (EI): A global professional network focused on energy expertise across the energy sector, from conventional oil and gas to renewable and energy efficient technologies
  www.energyinst.org

In addition, we apply the following standards:

- OHSAS 18001 occupational health and safety management system standard and ISO 14001 environmental management system standard: Both standards provide best practice management guidance. They are applied to all Premier-operated production assets and our drilling operations
  www.bsigroup.com and www.iso.org

- ISO 31000 risk management system standard: This standard underpins our Risk Management System, and provides best practice principles, standards and frameworks for the management of risk
  www.iso.org

- Voluntary Principles on Security and Human Rights (VPs): The VPs is a multi-stakeholder initiative, designed to help extractives companies conduct their security operations in a manner that is respectful to human rights
  www.voluntaryprinciples.org

- United Nations Guiding Principles on Business and Human Rights: These guidelines provide guidance for businesses and governments regarding how negative human rights impacts can be avoided, and addressed and remedied where necessary
  www.ohchr.org

- Global Reporting Initiative (GRI) Standards: These reporting standards help businesses understand and communicate their economic, social and environmental impacts
  www.globalreporting.org

- United Nations Sustainable Development Goals: These 17 global goals have been established with the vision to achieve a better and more sustainable future for all by the year 2030
  www.sustainabledevelopment.un.org/

Business ethics

Global Code of Conduct

Scope of application

All employees, contractor personnel and those associated with Premier, such as consultants, are required to adhere to the Code. Our business partners, including joint venture partners, contractors and customers, must also apply the principles of the Code – or equivalent standards. We achieve this through the inclusion of business ethics provisions in our contracts. All business partners can access the Code via our website.

Depending on the nature of the relationship, we will:

- Require an undertaking by the counterparty to comply with the Code
- Require an undertaking by the counterparty to comply with their own code of ethics
- Include specific conditions and warranties relating to ethical standards in our contract with the counterparty

Beyond this, we also:

- Publicise the Code amongst all our business associates on an ad hoc basis (including via presentations, documentation and relevant contractual terms integrated into specific agreements and contracts)
- Require (under our standard contracts) all intermediaries and agents to adhere to appropriate standards of ethical conduct and, where appropriate, receive relevant training
- In the case of our joint venture agreements, include a right to request an annual certificate of compliance with the Code

In some cases, it may be difficult for business partners to comply with all our requirements immediately. This can be due to, for example, local-level social, political and cultural dynamics. In these circumstances, we look for evidence of measurable progress towards compliance and will withdraw from the relationship if no meaningful progress is evident over a reasonable period of time.

Stakeholder engagement

Our stakeholders are selected for engagement on the basis of:

- Their actual and / or potential impact on Premier, and the achievement of our business objectives
- Premier's actual and / or potential impact, both positive and negative, on them

Engagement takes place at three different levels:

- Corporate level (i.e. for strategic issues)
- Business unit level (i.e. for both strategic and operational issues)

Table 1: Stakeholders, engagement mechanisms and issues raised

Stakeholder group and segment		Engagement mechanism	Minimum frequency of engagement	Examples of key issues raised in 2020	Relevant report section
Investors	Current and potential shareholders Analysts	Annual reporting, website, direct engagement and stakeholder engagement sessions	Daily	• Operational and financial impact of COVID-19 on the business and mitigating actions taken by the Company • Ability to execute proposed corporate actions, including UK acquisitions and long term refinancing of the business • Discussions with creditors • Proposed merger with Chrysaor • Performance of Catcher • Progress of Tolmount • Progress on Zama unitisation • The future role of exploration & production (E&P) in a carbon constrained world and Premier's Climate Change Strategy	2020 Annual Report
Employees	Employees	Ongoing workplace engagement, 'town hall' meetings, direct dialogue, engagement surveys, staff forums and performance reviews	Monthly	• Salaries, working conditions and career-progression • Addressing issues raised through our Staff Forums, including flexibility of working arrangements and job security at late-life assets • Addressing issues raised in our engagement survey, including learning and development opportunities, rewards and benefits, and increased employee mobility between business units • Diversity and inclusion training, including face-to-face training for all managers across the Group	People GRI Table
	Contractor personnel	Ongoing workplace engagement, 'town hall' meetings, engagement via contractor and supplier agencies and contractual agreements	Weekly	• Health and safety performance • Pay rates • The IR35 tax reforms	People
	Organised labour	Regular scheduled meetings and collective labour agreements	Annual	• Execution of new work schedule for offshore employees in Indonesia Succession planning at our Vietnam business unit	People GRI Table

Business partners	Joint venture partners	Direct engagement and contractual agreements	As required under our Joint Operating Agreement	• Coordination and targeting of community investment activities in Indonesia • Agreement of deferred cessation of production in Balmoral Area • Project approvals at Tolmount, Catcher North, Laverda and Ravenspurn North • Project progress in Mexico, including Field Development Plan (FDP) optimisation and development of drilling plan • Project progress in Brazil, including cost control and drilling / exploration strategy • Sea Lion project progress and approvals	Prosperity
	Contractors	Direct engagement, performance monitoring and contractual agreements	Daily	• Safe working conditions during construction and installation • Cost reduction • Risk management • Contractor financial health • Increased contractor performance, engagement and management • Monitoring of key contracts for Tolmount	2020 Annual Report People Prosperity
	Customers	Direct engagement, vendor processes and contractual agreements	Weekly	• Oil and gas prices • Oil and gas quality	2020 Annual Report
Government	National governments	Joint dialogue, including through: • Oil & Gas UK (OGUK) • Oil & Gas Authority (OGA) • Department for Business, Energy & Industrial Strategy (BEIS) • British Independent Oil Exploration Companies (BRINDEX) • UK Oil Industry Taxation Committee (UKOITC) Direct dialogue, including with: • Falkland Islands Government (FIG) • Indonesian government • Vietnamese government	Monthly	• Engagement with the OGA and with BEIS (and its various departments) in relation to Premier's Net Zero goals. • Engagement on tax relief for decommissioning expenditure • Implementation of the UK Government's 'Maximising Economic Recovery Strategy for the UK' • Continued to convene a joint steering group with FIG to coordinate shared work programmes for Sea Lion • Engagement with FIG on environment, security, emergency response and oil spill response • Establishment of a Cross-Whitehall Consultative Group to support engagement and decision-making in relation to Sea Lion • Engagement with the Government of Indonesia regarding the fiscal terms for our new licences • Engagement with the Government of Vietnam regarding uncertainties relating to the regulatory environment	Prosperity
	Regulators	Direct dialogue, including with: • FIG Department of Mineral Resources (FIG DMR) • FIG Department of Health and Social Services (FIG DHSS) SKK Migas (Indonesia) • Oil and Gas Authority (OGA – UK) • Department for Business, Energy and Industrial Strategy (BEIS) • HM Revenue and Customs (HMRC) • Offshore Petroleum Regulator for Environment and Decommissioning (OPRED) • Maritime & Coastguard Agency (MCA) • Secretary of State's Representative (SOSRep) • Health and Safety Executive (HSE – UK)	Weekly	• Engagement with HMRC on IR35 tax reforms • Engagement with OGA regarding Field Development Plan approval for Tolmount and Laverda • Ongoing engagement with BEIS and OPRED on the development of Decommissioning Programmes • Engagement with SOSRep, MCA and OPRED on emergency response readiness validation in UK Continental Shelf • Consultation with HSE on annual programme of inspections • Development and review of Premier's FDP and Environmental Impact Statement (EIS) for Sea Lion • Engagement with PetroVietnam regarding production levels and drilling approvals • Engagement with SENER and CNH on licencing and permitting • Engagement with ANP and IBAMA on drilling strategy, project approvals and stakeholder engagement strategy	2020 Annual Report Planet Prosperity

		• PetroVietnam (Vietnam) • National Agency of Petroleum – ANP (Brazil) Brazilian Institute of Environment and Renewable Natural Resources – IBAMA (Brazil)Joint dialogue, including through industry association AMEXHI and joint venture partner, with SENER and CNH, ASEA (Mexico)			
Society	Civil society and Non-governmental organisations (NGOs)	Direct and indirect engagement (including via stakeholder engagement sessions) with: • IPIECA • UN Global Compact Network UK • Transparency International UK • Oil & Gas UK (OGUK) • Various NGOs in countries of operation • Falklands Conservation	Quarterly	• Engagement with OGUK on net zero carbon emissions regulations • Overall sustainability performance • Local community development needs • Management of new and existing community investment programmes • Clarification on the updated Sea Lion EIS and our approach to long-term monitoring of the Falkland Islands marine environment • Workshops on the updated Sea Lion EIS and Premier's approach to long-term monitoring and management of the Falkland Islands marine environment	Governance Planet Prosperity
	Local communities	Direct engagement (via local Community Relations teams and business unit managers) and development-focused community investment programmes	Monthly	• Ongoing targeting and effectiveness of new and existing community investment programmes in all locations • The implementation of our Local Content Policy at Sea Lion • Capacity building for local fishing communities in Indonesia • Potential temporary and localised impacts on fishing communities located near our production and/or exploration operations in the UK, Indonesia, Vietnam, Mexico and Brazil	Planet Prosperity

Planet

Managing our environmental performance

Approach

Our Health, Safety, Environment and Security (HSES) Management System helps us manage our environmental impacts across the lifecycles of our operations and projects. All of our operated production and drilling activities are certified to the ISO 14001 environmental management standard.

As required by our HSES Management System, we perform baseline surveys and prepare environmental impact assessments (EIAs) and social impact assessments (SIAs) for all our operated activities. The assessments are designed to consistently identify and mitigate our:

- Physical impacts
- Ecosystem impacts
- Socio-economic impacts

Through this systematic process, we apply the 'Precautionary Principle' and assess the impacts of our proposed activities and consider how they can be reduced to a level that is 'as low as reasonably practicable' (ALARP).

Where applicable, we submit our EIAs and SIAs to the respective regulatory bodies in our host countries for approval prior to conducting our operated activities.

Monitoring and evaluation

In line with our HSES Management System requirements, we undertake ongoing monitoring to assess the environmental impact of our activities throughout the lifecycle of our projects. In doing so, we:

- Ensure ongoing compliance with the requirements of our EIAs
- Identify and mitigate unforeseen environmental impacts
- Measure improvements in environmental performance
- Guide changes in our environmental management activities, where necessary

Reporting and benchmarking

We record and monitor key environmental metrics on an ongoing basis to help us to evaluate our performance and identify potential areas of improvement. These metrics are analysed every month and relevant performance indicators reported to the Board. We distribute an HSES scorecard to all employees to keep them informed of Premier's HSES performance.

This is supported by internal and external benchmarking that we undertake across our operations, and sector benchmarking we participate in through industry associations that include the International Association of Oil and Gas Producers (IOGP).

All our environmental data is assured on an annual basis by an independent third party.

Energy transition and climate change

Energy use

Efficient energy use helps us reduce GHG emissions and lower operating costs. Our efforts in this respect are governed by the ALARP principle, as well as our ISO 14001-certified HSES Management System. Furthermore, we are obliged under the UK Government's Energy Savings Opportunity Scheme (ESOS) to:

- Calculate our total energy consumption in the UK
- Identify areas of significant energy consumption in the UK
- Provide this information to the UK Environment Agency

Our assets (and the large items of industrial equipment they hold onboard) are designed to last the entire project lifecycle and are rarely replaced. As such, improving their energy efficiency is challenging. Accordingly, our efforts are focused on procuring new equipment (for example, during the construction of new projects) and implementing the latest Best Available Techniques (BAT) that offer higher levels of energy efficiency.

Water management

Our HSES Management System and Environmental Impact Assessment (EIA) processes require us to promote the responsible management of water resources by:

- Integrating water conservation and efficiency drivers into our decision-making processes
- Striving to conserve, reuse and recycle water
- Accounting for the use of water with appropriate metrics

We also identify water-related risks and mitigate potential impacts to water resources – taking into account the unique social, economic and environmental conditions of each offshore marine area. This includes evaluating risks based on water scarcity and/or stress where our assets are located.

In 2020, none of our assets were located in watersheds experiencing or predicted to experience water stress or scarcity. Furthermore, as our operated assets are offshore, our water consumption has no material impact on local/ community water availability.

In 2020, our operated assets (offshore facilities and onshore warehouses and offices) used 14,756 tonnes of municipal water (2019: 30,712 tonnes) and 66,306 tonnes of non-freshwater (specifically seawater converted to potable water at our offshore facilities) (2019: 67,858 tonnes).

The total amount of drill water used in 2020 was 5,168 tonnes (2019: 7,571). This decrease is due to decreased drilling activity.

Globally, Premier does not extract any water directly from freshwater sources (e.g. springs, streams, rivers, freshwater lakes etc.).

Biodiversity management

Biodiversity is important to maintaining ecosystem health and human well-being. The number of species considered to be at-risk or threatened and protected areas established to conserve habitats may be affected by climate-related risks as some regions experience changes in temperature and precipitation patterns.

Our commitment to reduce or avoid negative environmental impacts, including impacts to local biodiversity, is covered in our HSES Policy. We work to understand and mitigate our potential biodiversity impacts across the diverse set of ecosystems in which our operations are located through the application of our Environmental Impact Assessments (EIAs). Each business unit is responsible for understanding and managing local biodiversity risks associated with the direct or indirect environmental footprint of our projects or operations – or through releases, spills or discharges to the environment.

Biodiversity risks for operated assets are assessed annually at the business unit level. The time horizons considered are short-term (zero to five years), mid-term (five to 10 years) and long-term (10 to 25 years). Priority risks which could affect our business activities and the performance of our operated assets, as determined by assessment of likelihood and consequence, are managed through our ESIAs. These provide information on the accountable action owner, milestones and target completion date for the mitigating action.

We do not operate in any locations that are in or adjacent to protected areas or areas of high biodiversity value. Although our offshore operations could pose a risk to local biodiversity in the event of a major accident, our ESIAs have not predicted / identified any material long-term negative impacts on local biodiversity or ecosystems as a result of our routine drilling and production activities. Similarly, all offshore seismic survey activity, which is carried out by international seismic contractors, is compliant with relevant standards and requirements relating to the potential disturbance of marine mammals.

In addition to assessing and managing our biodiversity impacts through our ESIAs and associated environmental management plans, we support biodiversity through our community investment programmes, in particular those in Indonesia.

People

Occupational health and safety

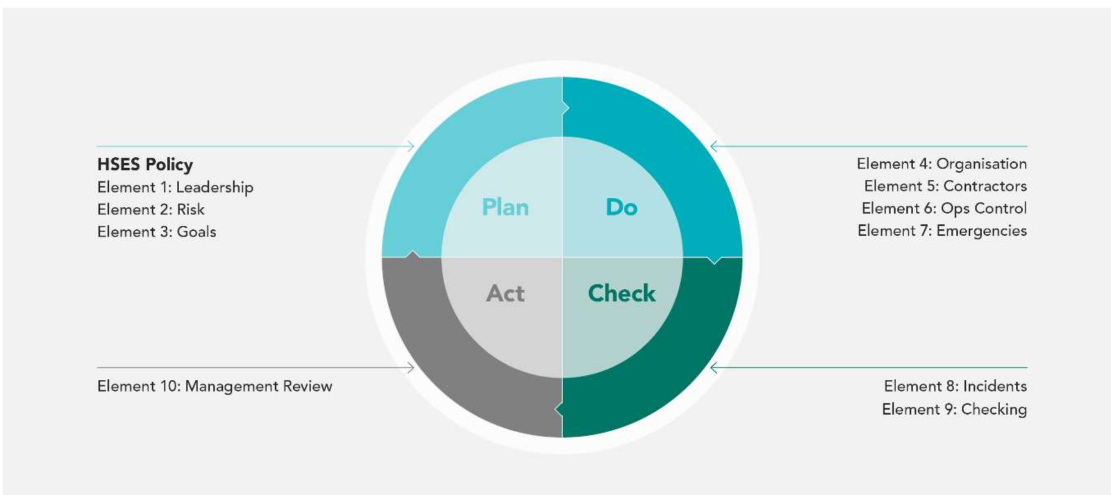
Managing occupational health and safety

Premier's long-standing Health, Safety, Environment and Security (HSES) Policy supports our commitment to continually improve our HSES performance. The Policy is endorsed by our Chief Executive Officer and sets out our overarching commitment to:

- Never compromise our health, safety, environmental or security standards
- Do all that is reasonably practicable to reduce HSES risks
- Ensure the safety and security of everyone affected by our operations

Our HSES Policy is implemented through our HSES Management System. The HSES Management System covers all our employees and contractors across our operations, and is externally certified to the OHSAS 18001 health and safety management system standard for our production facilities and drilling operations. We are in the process of transitioning our OHSAS 18001 certification to the ISO 45001 standard by 2021, as part of the implementation of our three-year Group HSES Strategy. The Strategy is reviewed and updated annually and aims to drive a consistent HSES Management System approach and culture across all our business units.

Figure 1: Scope and hierarchy of the HSES Management System



Reporting, monitoring and assurance

We monitor and review our HSES Management System on an ongoing basis to ensure its effectiveness and to support continuous improvement. This includes:

- Internal auditing against our corporate and business unit HSES standards
- Third party OHSAS 18001 certification of our operated production and drilling activities

The Board reviews Premier's Group-wide HSES performance on a monthly basis, and the Executive Committee carries out quarterly reviews with each business unit. These reviews cover a range of leading and lagging[1] key performance indicators (KPIs) that we use to measure our HSES performance and to further support continuous improvement.

The following KPIs are linked to Board remuneration and reported to the Board on a monthly basis:

- Total Recordable Injury Rate (TRIR)
- Process safety events (Tier 1 and Tier 2 Losses of Primary Containment[2] (LOPC))

[1] Calculation of our lagging HSES KPIs (e.g. TRIR) include all Premier employees and all contractors employed (both directly and indirectly) across our operated activities.

[2] A process safety LOPC is the unplanned or uncontrolled release of certain types of hazardous material from a tank, pipe or other receptacle that is intended to serve as the primary container used for processing, storing or transferring the material concerned.

- Hydrocarbon spills to the environment
- Key HSES audit action close out rates
- HSES Leadership Visits

HSES Management System audits

We implement risk-based HSES Management System audit programmes across our business units and corporate office, as well as focused reviews against key HSES standards. These cover process safety and asset integrity, as well as occupational health and safety.

Progress against these audit programmes is tracked by the Executive Committee in Quarterly Performance Reviews, with significant findings reported to the Audit and Risk Committee. Actions are tracked to closure, with common findings used to inform HSES Management System updates (thereby guiding continuous improvement) and future areas of focus for our audit programmes.

Workforce engagement on HSES matters

All Premier employees are accountable for their own HSES performance and that of their team. As part of the induction process, all employees receive HSES awareness training. Employees working on or travelling to offshore facilities must undertake a basic offshore safety induction and emergency training programme. They are required to attend a further offshore emergency training refresher programme every four years thereafter.

As part of our employee engagement process:

- Each team enters into collective HSES performance contracts
- All employees enter into individual performance contracts that include a behavioural measure concerning health and safety
- All employees receive a corporate HSES scorecard on a monthly basis, summarising Premier's performance
- We hold regular safety meetings at our operated locations and in our business unit offices where health and safety issues are discussed by both management and employees
- Employees receive regular, direct communications on HSES issues from senior managers and supervisors – including through the issuing of HSES Alerts and the sharing of best practice

In 2020, all employees and contractors[3] at our UK, Vietnam and Falkland Islands[4] business units, as well as our Brazil office and London corporate offices (representing 100 per cent of our workforce[5] at these locations) have representatives on formal joint management-worker HSE Committees (2019: 100 per cent). We have not yet established a formal joint management-worker HSE Committee at out Indonesia business unit (following the Jakarta corporate office relocation in 2019), however employees and contractors participate in monthly HSE management meetings. A formal HSE Committee was intended to be established in 2020, however this has been deferred to 2021 due to remote working conditions as a result of the COVID-19 pandemic.

Hazard identification, risk assessment and incident investigation

Our HSES Management System establishes the processes for identifying workplace health and safety hazards and for assessing risks. This enables us to establish the necessary control measures to reduce risk exposure to a level that is in line with the 'as low as reasonably practicable' (ALARP) principle.

The HSES Management System also covers the processes by which employees and contractors can report workplace hazards and stop unsafe acts without fear of reprisal.

Common workplace safety hazards in the offshore oil and gas industry include:

- Potential exposure to fluids and gasses at high temperatures and pressures
- Contact with harmful substances
- Work on machinery with rotating and other moving parts
- Working in difficult conditions such as working at heights or in confined spaces

Common workplace health hazards in the offshore oil and gas industry include:

- Potential exposure to hydrocarbons and other hazardous chemicals
- Physical hazards (e.g. noise, heat, vibration and radiation)
- Biological hazards (related to food/water hygiene)

[3] 'Contractors' relates specifically to individuals employed directly by Premier or via an agency but on fixed-term contracts (often related to specific projects). These individuals typically work full-time for periods exceeding three months. The definition does not include individuals employed by our contractor companies. Both groups, however, are included in our health and safety statistics.

[4] Employees and contractors at our Falkland Islands business unit and London corporate office are represented by one HSE committee in London.

[5] 'Workforce' relates to our employees and contractors.

- Psychosocial hazards (e.g. stress as a result of work or organisational factors)

We also implement a workforce health surveillance programme to identify potential early signs of work-related health issues and the follow-up actions required to diagnose, treat or prevent their progression.

We report and investigate all our incidents and near misses in accordance with our Group HSES Management System. Our incident investigation and supporting procedures specify how to:

- Appoint the investigation team members
- Gather and assess evidence
- Identify and analyse immediate and root causes
- Set appropriate corrective and preventive actions to address root causes
- Report the investigation results and share findings with other areas of the business
- Track the actions to ensure they are effectively implemented

Safety Cases

Safety Cases are prepared for all our worldwide operated installations in accordance with UK regulatory standards, irrespective of the location of our operations. This reflects our commitment to seek to apply best practice HSES standards wherever we work.

The purpose of our Safety Cases is to identify the major accident hazards and demonstrate the adequacy of:

- The installations' HSES Management System
- Measures in place to control major accident hazards, including their environmental impacts
- Emergency preparedness plans (including those relating to muster, evacuation and escape as well as rescue and recovery)

Our Safety Cases identify the Safety and Environmental Critical Elements (SECEs) that play a role in the management of major accident risks, and other measures that are in place to manage these risks to a level that is 'as low as reasonably practicable'6 (ALARP).

We commence the preparation of Safety Cases at an early design stage for each project and continue to develop these based on safety assessments conducted as the project progresses. This ensures that a comprehensive and acceptable Safety Case is in place prior to commencing production.

We review Safety Cases at our operated assets at least once every five years to ensure that they accurately document the facilities, operations, major accident hazards and risk controls at each asset. Safety Cases are also reviewed by local regulators and/or independent and competent third parties, where applicable.

Furthermore, all Premier-operated assets have procedures in place for the verification of SECEs by an independent and competent third party.

In 2020, our Safety Case reviews focused on the following assets:

- UK business unit: Solan (a material change to the Safety Case was made for the addition of the new P3 well, with the Safety Case being reissued in October), Balmoral (annual compliance review was conducted in October) and Catcher (a regulation 5 audit[7] was conducted for BW Offshore's HSES Management System)
- Indonesia business unit: Anoa and Gajah Baru assets (Safety Case reviews are planned for 20201 but preparation commenced in 2020 with a Process Hazard Review being conducted on both assets to assist in scoping the thorough reviews that will be performed in 2021)
- Vietnam business unit: Chim Sao (annual compliance review was conducted in October)

The actions identified during these Safety Case reviews are tracked to closure in our group-wide HSES management software and submitted to the relevant competent authority, where necessary.

Well engineering activities

Premier manages all its worldwide well engineering operations using our well engineering management standards which are regularly audited and updated and are certified to the OHSAS 18001 standard for occupational Health and Safety management.

Through our contracting processes, we encourage all our drilling contractor companies to apply the International Association of Drilling Contractors HSE Case Guidelines to their drilling operations.

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[6] 'Reasonably practicable' implies that an assessment is made in which the quantum of risk is balanced against the money, time and effort involved in averting that risk.

[7] A regulation 5 audit is a requirements under the Offshore Safety Directive which requires licencees to undertake periodic audits of their appointed installation operators

We also assess the integrity of our contracted drilling rigs prior to their deployment. This involves:

- An assessment of each drilling rig's technical specifications during bidding, followed by a pre-hire audit after rig selection, to ensure our HSES requirements are met
- A review of drilling preparedness focused on crew competence, maintenance processes, and the integrity of safety-critical equipment (e.g. blowout preventers)

We apply well examination procedures across the company to ensure that, as far as reasonably practicable, our wells are designed, operated, suspended and decommissioned in a manner that prevents any unplanned escape of oil or gas, and that minimises HSE risks. To support this, our wells are reviewed annually by independent, competent third-party experts.

Occupational health and safety performance

Total Recordable Injury Rate (TRIR)[8]

Table 2: Total Recordable Injury Rate (TRIR) by employment type and region

	Falkland Islands	Indonesia	UK	Vietnam
Employees	0.00	0.00	0.00	0.00
Contractors	0.00	0.00	1.11	1.69
Overall workforce	0.00	0.00	0.97	1.27

Table 3: Breakdown of recordable injuries by gender and injury

	Males		Females	
Business Unit	No. of injuries	Injury description	No. of injuries	Injury description
Indonesia	0		0	-
Vietnam	1	Laceration above right eye	0	-
Falkland Islands	0		0	-
Brazil	0		0	-
United Kingdom	3	• Pinch injury to finger • Back injury from slip • Fractured rib from slip on stairs	0	-
London Corporate Office	0		0	-

High Potential Incidents (HiPo)

We use the High Potential Incident (HiPo) metric to monitor incidents that could have had major HSES consequences. We define HiPos as incidents that have the potential (under different circumstances) for life-changing injury, single and/or multiple fatalities, significant environmental impact and/or reputational damage to the Company. By closely monitoring HiPos and analysing their root causes, we can take action to reduce the likelihood of reoccurrence, as well as the impact of potentially significant future incidents.

Once we have established the cause of each HiPo, we issue HSES Alerts to all relevant personnel and appropriate external stakeholders (where the sharing of insight is useful). Our HSES alerts describe the incident, its causes and necessary preventative actions[9].

[8] TRIR data is reported in accordance with IOGP guidelines

[9] HSES Alerts are also issued for non-HiPos that nonetheless require heightened awareness and caution.

Process safety and asset integrity

Performance reporting

Each business unit tracks a suite of leading and lagging process safety and asset integrity KPIs, which are reported monthly and support the strategic decision-making required to drive continuous improvement. A subset of these KPIs are reported monthly at Group-level and are included in both HSES scorecards available to employees and the monthly report to the Board.

These KPIs relate to:

- Non-compliant overdue SECE assurance work orders (i.e. without approved deferral)
- Compliant overdue SECE assurance work orders (i.e. with approved deferral)
- Compliant SECE Performance Standard failures (i.e. with risk assessment / mitigation in place)
- Non-compliant SECE Performance Standard failures (i.e. without risk assessment / mitigation in place)

The alarm management KPIs were also improved (to include average alarm rate, and percentage of time system is in flood).

Major Accident Hazard Awareness Programme

Due to the COVID-19 pandemic and global travel restrictions we had to temporarily suspend our Major Accident Hazard Awareness Programme in 2020. We are working on supplementing our site-based courses with targeted e-learning content for staff utilising materials produced by the UK's Step Change in Safety Organisation.

Emergency preparedness and crisis management

Drills and exercises

We regularly review our response plans and routinely undertake drills and exercises to test response arrangements. This includes the testing of equipment and lines of communication, as well as running training exercises within a controlled environment, to ensure that all relevant staff understand their roles in handling an emergency. Exercises are based on major accident scenarios such as large-scale oil spills, helicopter accidents and fire and explosions.

Well capping

Well capping is a critical contingency capability for controlling a blown-out well, where an emergency subsea well closure needs to be performed. Whilst our primary focus is on blowout prevention, Premier has access to a global inventory of subsea well containment systems on a fully staffed basis. They are maintained in a state of readiness and can quickly be transported by sea or air, in response to a loss of control on any Premier-operated well in the world.

Diversity and inclusion

Employment of under-privileged groups

Premier does not have any HR policy that supports the employment of under-privileged groups. We do have a Diversity and Inclusion policy that encourages hiring individuals from diversified backgrounds, however not specific to a particular under-privileged group.

Table 4: Breakdown of recordable injuries by gender and injury

Location	Technical/ Clerical (Grade 12 to 7)	Professional (Grade 6.2 to 6.1)	Senior Management (Grade 5 and +)
Indonesia	0.98	1.06	N/A (No females in this category)
Vietnam	1.39	0.74	1.27
Falkland Islands	N/A (No females in this category)	N/A (No females in this category)	1.64
Brazil	N/A (No females in this category)	0.00	N/A (No females in this category)
United Kingdom	1.25	1.25	1.34
London Corporate Office	0.98	1.16	1.39

Performance and reward

Pay and benefits

Our Global Pay and Benefits Policy and Reward Standard ensure that pay and benefits for all employees are appropriate for the markets in which we operate. The Policy is approved by the Remuneration Committee of the Board, which also:

- Sets the remuneration of the Company's Executive Directors
- Reviews and approves the remuneration of the Company's senior managers
- Reviews remuneration trends and employment conditions across the Group

A global corporate grading system supports implementation of the Policy and Standard. The system defines awards across the Group, taking account of local economic conditions, to help us ensure consistent treatment in all locations.

We conduct annual market reviews to assess market pay levels. On the basis of this information, we aim to progress employees towards upper-quartile base salaries in each market we operate in, where this is supported by individual performance (see 'Performance management' below).

Our employees typically receive salaries that are significantly higher than applicable local minimum wage levels. This reflects the nature of employee roles at Premier (which are generally office-based administrative roles or highly skilled technical roles), and our stringent compliance requirements. Indeed, our entry grade salary levels in Brazil, Indonesia, the UK and Vietnam are significantly higher than the applicable local minimum wages.

Furthermore, we supplement employees' base salaries with additional benefit packages. These vary depending on national employment law and local circumstances, but typically include:

- Life insurance
- Healthcare
- Disability and invalidity coverage
- Parental leave
- Retirement provision
- Stock ownership

Our retirement plans have a participation rate of 100 per cent across our applicable business units[10], with Premier contributing up to 15 per cent of salary to employee pension funds (depending on location).

Table 5: Employee benefits

Permanent employees							
Location	**No. of permanent employees**	**Life Insurance**	**Health care**	**Disability and invalidity coverage**	**Parental leave**	**Retirement provision**	**Stock ownership**
Indonesia	418	Y	Y	Y	Y	Y	Y
Vietnam	86	N	Y	N	Y	Y	Y
Falkland Islands	8	Y	Y	Y	Y	Y	Y
Brazil	3	Y	Y	Y	Y	Y	Y
United Kingdom	144	Y	Y	Y	Y	Y	Y
London Corporate Office	102	Y	Y	Y	Y	Y	Y
Part-time employees							
Location	**No. of part-time employees**	**Life Insurance**	**Health care**	**Disability and invalidity coverage**	**Parental leave**	**Retirement provision**	**Stock ownership**
Indonesia	0	Y	Y	Y	Y	N	N
Vietnam	0	N	Y	Y	N	Y	N
Falkland Islands	1	Y	Y	Y	Y	Y	Y
Brazil	0	N	Y	N	N	N	N
United Kingdom	13	Y	Y	Y	Y	Y	Y
London Corporate Office	2	Y	Y	Y	Y	Y	Y
Temporary / Fixed-term employees							

[10] This does not include our Vietnam business unit, where employees are subject to a mandatory state pension scheme, into which we make contributions.

Location	No. of permanent employees	Life Insurance	Health care	Disability and invalidity coverage	Parental leave	Retirement provision	Stock ownership
Indonesia	15	N	Y	Y	Y	N	N
Vietnam	1	N	Y	Y	Y	Y	N
Falkland Islands	0	Y	Y	Y	Y	Y	N
Brazil	0	N	Y	N	N	N	N
United Kingdom	1	Y	Y	Y	Y	Y	N
London Corporate Office	0	N	Y	Y	Y	Y	N

Bonuses and incentives

Our strategy is to reward superior performance with commensurate remuneration. We incentivise and reward high performance through individual reward frameworks. These include:

- Annual discretionary bonuses for all eligible employees on the achievement of a range of corporate, business unit and individual performance targets. All eligible employees (100 per cent) were paid this bonus in 2020.
- The share-based Premier Value Share Plan (PVSP) or Long Term Incentive Plan (LTIP), which is designed to focus employees on longer-term corporate strategy and align their interests with those of our shareholders. The PVSP positively vested for the first time in March 2019

Performance management

All employees are subject to regular performance management and appraisal. We use annual Individual Performance Contracts (IPCs) to set annual goals and performance measures. Performance review meetings are conducted at mid- and year-end to ensure targets are on track, and to address any performance gaps. At the end of the performance year, IPC scores are balanced across business units to ensure they fully support the achievement of the Group's strategic objectives.

In 2020, 99 per cent of employees received performance reviews against their IPCs (2019: 99 per cent) and were assigned a performance rating by their managers. This rating was then compared against corporate and business unit Team Performance Contracts which would typically guide salary and bonus recommendations. This year however, a salary review did not take place. Instead, a flat rate discretionary bonus was awarded to recognise the continued hard work and commitment from our employees during these unprecedented times.

Learning and development

We encourage all staff to develop their professional skills, to the advantage of both the individual and the Company. We are committed to supporting our staff in this respect, through the provision of experiential learning opportunities, coaching and training.[11]

Learning and development opportunities

In 2020, we continued to expand the reach of our Talent Management Process, from our senior level management through to our developing professional level. This included:

- Conducting talent assessments
- Developing succession plans for all senior leadership roles across the Group
- Educating employees on the importance and positive impact of an Individual Development Plan (IDP)

Figure 3: Premier's Talent Management Process

[11] We do not currently employ any disabled people. Our commitment to supporting staff with the development of their professional skills applies to those disabled employees that we employ in the future. We will also strive to provide continued employment for members of our workforce who become disabled whilst employed by us.

These efforts will help further support the implementation of a more robust and consistent approach to the development of talent across the Group. While succession planning will continue to focus on senior leadership, all other elements of the process are available to all levels of the organisation.

During the year, we also launched the first phase of our Leadership Development Programme as well as a ‘Brilliant Basics’ level programme that introduces soft skills training modules. This will help provide a consistent framework for the ongoing development of core competencies and a more people-focused leadership culture at Premier.

To support these efforts, we also established a new internal role of ‘Group Talent and Learning Advisor’ to help establish the Learning and Development Framework and to support its ongoing development and delivery.

Beyond this, all employees have access to our ‘CORE’ Learning and Development programme, a set of ‘soft skills’ training courses. Courses offered through the programme include mentoring and coaching, effective communication, business awareness and negotiating skills. We also continue to offer on-the-job learning, mentoring and coaching, as well as training courses, where relevant. This includes training in HSES and emergency response, support with the achievement of external qualifications and, where possible, the chance to gain high-value professional experience across a range of roles, activities and operating locations.

In 2020, the following training hours were recorded across the business units:

- **Indonesia:** a total of 14,470 hours were recorded, averaging to approximately 35 hours or 4 days of training per employee
- **Vietnam:** a total of 1,600 hours were recorded, averaging to approximately 20 hours or 2.5 days of training per employee
- **Falkland Islands:** a total of 36 hours were recorded, averaging to approximately 5 hours or half a day of training per employee
- **Brazil:** no training hours were recorded however employees in senior level roles are able to take up to one week for skills development
- UK: a total of 960 hours were recorded, averaging to approximately 6 hours or 0.75 days of training per employee. Training in the UK business unit was severely impacted by the COVID-19 pandemic with priority given to mandatory safety training
- **London Corporate Office:** a total of 760 training hours were recorded (including executive coaching, technical training and professional certifications), averaging 7.5 hours or 1 day of training per employee.

Young professionals

We continue to provide summer internships for undergraduates in technical disciplines. In addition, we provide work experience opportunities for post-graduate students at our corporate office in London and at our operations in Aberdeen.

Prosperity

Value generation and distribution

Tax transparency

Premier's Tax Policy commits us to:

- Complying with tax laws, regulations, reporting and disclosure requirements in all countries in which we have a taxable presence
- Respecting the intention of tax legislation and not engaging in artificial tax avoidance arrangements
- Prompt disclosure and transparency in tax matters

We make use of tax concessions, incentives and reliefs where available.

Board oversight

The Finance Director has ultimate responsibility for Premier's tax risk management. The Board receives regular updates from the Audit and Risk Committee on significant tax risks and on how they are being managed.

Premier's Tax Policy, which sets out the tax policy that applies to Premier Oil plc and its subsidiaries, is reviewed on an annual basis to ensure compliance with applicable laws.

Reporting

Premier follow the country-by-country reporting (CbCR)[12] requirements of the Organisation for Economic Co-operation and Development (OECD) and HMRC rules.

Verification

All of the underlying tax data that we report has been audited at a local level by our independent external auditor in accordance with our statutory audit requirements.

Responsible supply chain management

Approach

HSES focus

All prospective new contractors undergo an initial risk-based HSES assessment via pre-qualification, bidding or as part of a single or sole source contract negotiation process. Any prospective contractors that are assessed to be 'high risk' are subjected to a more detailed HSES screening or are removed from further consideration.

All major commitments include relevant HSES (as well as human rights, and prevention of forced / involuntary labour and human trafficking) obligations. To monitor compliance with these obligations, we:

- Embed HSES performance indicators within some of our contracts with major service providers
- Carry out reviews of our most significant contracts following their award, including reviewing the HSES performance of the contractor
- Maintain a Company presence at major construction and fabrication yards undertaking work for Premier to ensure their adherence to contractual HSES, human rights and labour rights obligations

To support these efforts, we have implemented a contract management framework across our business units – a key focus of which is the ongoing HSES performance of our contractors.

Human rights

Security and human rights

[12] An extract of Premier's 2019 CbCR Tax Report is available at: https://www.harbourenergy.com/media/cvedg5w2/2019-cbcr-tax-report.pdf

In exceptional cases, we hire private security contractors to accompany employees travelling to high-risk exploration and / or business locations. The service providers we use:

- Are members of the International Code of Conduct for Private Security Service Providers' Association
- Apply the VPs
- Apply standards that commit them to respecting human rights in all their activities, as well as relevant supporting practices, such as training, risk assessment, monitoring, internal whistleblowing processes and grievance procedures

Business partners

New licences, acquisitions and relationships

We take appropriate measures to identify potential human rights risks when making significant acquisitions, entering new countries or engaging in major new relationships with joint venture partners. This includes, where necessary:

- Ad hoc risk assessments that cover human rights issues, if relevant
- Third party due diligence focused on reviews of, for example, political exposure and financial probity, etc.

We also take a risk-based approach to the inclusion of relevant human rights provisions in related contracts. These take into account any precedents and human rights issues identified by our risk assessments and due diligence.

Community relations

As an offshore operator, we have relatively limited interaction with local communities compared to most companies with onshore operations. Nonetheless, our relations with communities are very important, due to:

- The potential and actual impacts of our activities (and those of our partners) on local fishing communities
- The role of certain onshore communities as transit and logistics points for our offshore operations
- The positive impact our community investment has on local communities, as well as the positive impact on our social licence to operate and the success of our business over the long-term
- The potential for new onshore operations in the future

We are careful to minimise our negative impacts on local communities, if they do occur.

Managing our relations with communities

Premier's Community Investment Statement guides our approach to building and maintaining robust relations with local communities. We implement this through our Community Investment Management System, which is aligned with IPIECA standards. This enables us to systematically identify, manage, evaluate and budget our engagements in host countries. It focuses on the following key elements:

- Policy governance
- Risk evaluation management
- Planning
- Implementation and monitoring
- Audit and review

With the exception of Mexico, all our operations have established community engagement and investment programmes.

Engagement and impact management

Offshore exploration and production

The offshore profile of our operations means we have relatively limited interaction with local communities. Nonetheless, we recognise the importance of engaging with those stakeholders that are, or could be, affected by our activities. These include:

- Local fishing communities
- Communities hosting our onshore supply and logistics bases
- Our community investment partners and beneficiaries

Examples of community engagement in 2020 include:

- Communication with fishing communities in the UK, Indonesia, Vietnam, Mexico and Brazil, regarding the temporary and localised impact that our offshore production operations – and, where relevant, the seismic exploration activity conducted by our contractor companies – can have upon fishing activity. During the year, for example, we successfully completed seismic exploration activity off the Yorkshire Coast in the UK following the completion of consultation with local fishing communities in 2018. We also alert local fishing vessels to the health and safety risks they expose themselves (and our assets) to by entering the waters immediately around our offshore operations
- The continued provision of assistance to fishermen in distress in Vietnam. As our operations are typically located far from shore, fishing vessels often seek help from us and other operators in the region when they have injured crew members
- Working with numerous stakeholders in the Falkland Islands regarding the current and future impact of our development activities
- Working with local community groups in Indonesia to ensure the effective targeting and implementation of our community investment projects in the country

Furthermore, our Health, Safety, Environment and Security (HSES) Policy requires us to prepare environmental and social impact assessments (ESIAs) for each of our operated activities. As part of this process, we engage with local communities where relevant. None of our operations has been identified as having any material negative impacts on local communities, again reflecting their remote, offshore locations.

<u>Onshore exploration and non-operated joint venture operations</u>

Premier had no onshore exploration activities in 2020. Similarly, Premier does not currently hold any interests in onshore production assets, following the sale of our Pakistan business in March 2019.

We work with our joint venture partners to engage with local communities where required. Our partners sometimes operate in remote and undeveloped locations where their presence can have a positive economic impact. This includes, for example, through the creation of local employment opportunities.

Other issues that can affect relations between our partners and local communities include demands for employment and the negotiation of lease terms.

GRI Index Table

The following GRI tables present the GRI Standards Disclosures and the GRI G4 Oil and Gas Sector Disclosures to support the GRI Core 'in-accordance' claim made by Premier Oil in the 2020 Sustainability Report. The GRI tables map the core "Stakeholder Capitalism Metrics" created by the International Business Council of the World Economic Forum, Deloitte, EY, KPMG and PwC (September 2020).[13]

[13] Further information on the Stakeholder Capitalism Metrics can be found here: http://www3.weforum.org/docs/WEF_IBC_Measuring_Stakeholder_Capitalism_Report_2020.pdf

GRI Standards 102: General Disclosures

● Fully reported ● Partially reported ● Not reported

GRI Standards Disclosure		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism Metrics
			Sustainability Report	Appendix				
1.	**Organisational profile**							
102-1	Name of the organization	●	2020 Sustainability Report		Front page; throughout			
102-2	Activities, brands, products and services	●	**Introduction** • Premier at a glance	✓	Front page; throughout			
102-3	Location of headquarters	●	**Introduction** • Premier at a glance		Back cover			
102-4	Location of operations	●	**Introduction** • Premier at a glance	✓	p2-3; throughout the report	Premier has six offices worldwide with 770 employees and is organised into four business units – UK, Indonesia, Vietnam and Falkland Islands – with support provided by the corporate office in London. Premier is active both offshore and onshore, but all of the Company's operated interests are located offshore.		
102-5	Ownership and legal form	●			p114-115			
102-6	Markets served	●	**Introduction** • Premier at a glance	✓	p18-23			
102-7	Scale of the organization	●	**Introduction** • Premier at a glance **People**	✓	p3; p18-23			
102-8	Information on employees and other workers	●	**People**	✓				
102-9	Supply chain	●	**Prosperity** • Responsible supply chain management	✓				
102-10	Significant changes to the organization and its supply chain	●	**Introduction** • About this report • Opening message • Premier at a glance		p18-23			
102-11	Precautionary principle or approach	●	**Planet** • Energy transition and climate change »Approach **People** • Occupational health and safety »Approach • Process safety and asset integrity	✓				

GRI Standards Disclosure		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism Metrics
			Sustainability Report	Appendix				
			»Approach					
102-12	External initiatives	●		✓				
102-13	Membership of associations	●	**People** • Emergency preparedness and crisis management »Approach **Planet** • Energy transition and climate change »Approach **Prosperity** • Value generation and distribution »Approach • Public policy and government relations »Approach	✓				
2.	**Strategy**							
102-14	Statement from senior decision-maker	●	**Introduction** • Opening message					
102-15	Key impacts, risks and opportunities	●	**Introduction** • Opening message **Governance** • Our approach • Material sustainability issues		p54-57			Governance: Integrating risk and opportunity into business process
3.	**Ethics and integrity**							
102-16	Values, principles, standards and norms of behaviour	●	**Governance** • Our approach • Business ethics					
102-17	Mechanisms for advice and concerns about ethics	●	**Governance** • Business ethics **People** • Employee engagement » Approach **Prosperity** • Human rights » Approach					Governance: Protected ethics advice and reporting mechanisms
4.	**Governance**							
102-18	Governance structure	●	**Governance** • Our approach		p58-65			
102-19	Delegating authority	●	**Governance** • Our approach		p69			

GRI Standards Disclosure		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism Metrics
			Sustainability Report	Appendix				
102-20	Executive-level responsibility for economic, environmental, and social topics	●	**Governance** • Our approach					
102-21	Consulting stakeholders on economic, environmental, and social topics	●	**Governance** • Stakeholder engagement • Material sustainability issues » Focus area: External stakeholder engagement sessions This GRI Table	✓	p16-17; p70-71			Governance: Material issues impacting stakeholders
102-22	Composition of the highest governance body and its committees	●	**Governance** •Our approach People • Local employment »Performance • Diversity and inclusion »Performance	✓	p66-69			Governance: Governance body composition
102-23	Chair of the highest governance body	●			p69			
102-24	Nominating and selecting the highest governance body	●			p77			
102-25	Conflicts of interest	●			p73			
102-26	Role of highest governance body in setting purpose, values, and strategy	●	**Governance** • Our approach		p69			Governance: Setting purpose
102-27	Collective knowledge of highest governance body	●			p72-73			
102-28	Evaluating the highest governance body's performance	●			p59; p72-73			
102-29	Identifying and managing economic, environmental, and social impacts	●	**Governance** • Our approach **Planet** • Energy transition and climate change » Approach	✓	p54-57			
102-30	Effectiveness of risk management processes	●	**Governance** • Our approach • Risk management • Material sustainability issues		p54-57; p59; p72-73			
102-31	Review of economic, environmental, and social topics	●	**Introduction** **Governance** • Our approach • Risk management • Material sustainability issues	✓				

GRI Standards Disclosure		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism Metrics
			Sustainability Report	Appendix				
			Planet • Energy transition and climate change » Approach					
102-32	Highest governance body's role in sustainability reporting	●	**Introduction** **Governance** • Our approach					
102-33	Communicating critical concerns	●	**Governance** • Our approach		p16-17			
102-34	Nature and total number of critical concerns	●						
102-35	Remuneration policies	●			p81-83; p97			
102-36	Process for determining remuneration	●			p79-83; p87			
102-37	Stakeholders' involvement in remuneration	●			p79-83			
102-38	Annual total compensation ratio	●				Not reported. Details regarding total spend on employee pay and CEO pay can be found on p85 of the AR.		
102-39	Percentage increase in annual total compensation ratio	●				See comment above for 102-38		
5.	**Stakeholder engagement**							
102-40	List of stakeholder groups	●	**Governance** • Stakeholder engagement • Material sustainability issues	✓			Y	
102-41	Collective bargaining agreements	●	**Governance** • Employee engagement					
102-42	Identifying and selecting stakeholders	●	**Governance** • Stakeholder engagement • Material sustainability issues	✓			Y	
102-43	Approach to stakeholder engagement	●	**Governance** • Stakeholder engagement • Material sustainability issues **People** • Human rights	✓	p16-17		Y	Governance: Material issues impacting stakeholders
102-44	Key topics and concerns raised	●	**Governance** • Material sustainability issues	✓			Y	
6.	**Reporting practice**							

GRI Standards Disclosure		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism Metrics
			Sustainability Report	Appendix				
102-45	Entities included in the consolidated financial statements	●			p123-133			
102-46	Defining report content and topic Boundaries	●	**Introduction** **Governance** • Material sustainability issues	✓			Y	
102-47	List of material topics	●	**Governance** • Material sustainability issues	✓	p28-29		Y	Governance: Material issues impacting stakeholders
102-48	Restatements of information	●	**Planet** • Energy transition and climate change » Navigating the energy transition and climate change				Y	
102-49	Changes in reporting	●	**Introduction** **Governance** • Material sustainability issues	✓			Y	
102-50	Reporting period	●	**Introduction**					
102-51	Date of most recent report	●	This GRI Table			The 2020 Sustainability Report was published on Premier Oil's corporate website 25th March 2021.		
102-52	Reporting cycle	●	**Introduction**					
102-53	Contact point for questions regarding the report	●	This GRI Table			premier@premier-oil.com		
102-54	Claims of reporting in accordance with the GRI Standards	●	**Introduction** This GRI Table	✓		This report makes a GRI Core 'in-accordance' claim against the GRI Standards and covers our most material sustainability issues		
102-55	GRI content index	●	**Introduction** This GRI Table					
102-56	External assurance	●	Our reporting			A selection of KPIs have been subject to third party assurance.		

GRI Standards 200: Economic Disclosures

● Fully reported ● Partially reported ● Not reported

GRI Standard (publication year)		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism metrics
			Sustainability Report	Appendix				
GRI 201: Economic performance (2016) (Material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our Approach **People** • Employee engagement » Approach • Local employment » Approach **Prosperity** • Value generation and distribution » Approach	✓	p.40			
201-1	Direct economic value generated and distributed	●	**Prosperity** • Value generation and distribution	✓	p.43			Prosperity: Economic contribution Total tax paid Additional tax remitted Total tax paid by country for significant locations
201-2	Financial implications and other risks and opportunities due to climate change	●	**Planet** • Energy Transition and climate change » Approach » Risk management **Governance** • Risk management		p.35	(a – ii, iv): Fully reported (a – i, iii, v): Not reported For more information on this disclosure please refer to our Climate Change Strategy		
201-3	Defined benefit plan obligations and other retirement plans	●		✓	p.130,164			
201-4	Financial assistance received from government	●	**Prosperity** • Public policy and government relations » Performance	✓				Prosperity: Economic contribution
GRI 202: Market presence (2016) (Material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our Approach **People** • Local employment	✓		(a), (c) and (d): Fully reported (b): Not reported		

GRI Standard (publication year)		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism metrics
			Sustainability Report	Appendix				
			» Approach • Diversity and inclusion » Approach • Employee engagement » Approach **Prosperity** • Value generation and distribution					
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	●	**People** • Local employment	✓		Our employees typically receive salaries that are significantly higher than applicable local minimum wage levels. This is due to the nature of employee roles at Premier (which are generally office-based administrative roles or highly skilled technical roles), and our stringent compliance requirements. Indeed, our entry grade salary levels in Brazil, Indonesia, the UK and Vietnam are significantly higher than the applicable local minimum wage		People: Wage level
202-2	Proportion of senior management hired from the local community	●	**People** • Local employment	✓				
GRI 203: Indirect economic impacts (2016) (Non-material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our Approach • Commitment to the UN SDGs **Prosperity** • Value generation and distribution • Human rights »Approach »Community rights					
203-1	Infrastructure investments and services supported	●	**Prosperity** • Human rights »Approach »Community rights **Prosperity** • Value generation and distribution » Approach	✓		(a), (b) and (c): Partially reported.		

GRI Standard (publication year)		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism metrics
			Sustainability Report	Appendix				
203-2	Significant indirect economic impacts	●	**Prosperity** • Value generation and distribution » Approach • Human rights »Community rights **People** • Local employment	✓		(a) and (b): Partially reported. Impacts reported in a general context and not on a project basis		
GRI 204: Procurement practices (2016) (Material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our Approach • Commitment to the UN SDGs **Prosperity** • Value generation and distribution » Approach • Human rights »Community rights	✓				
204-1	Proportion of spending on local suppliers	●	**Prosperity** • Value generation and distribution	✓		Please note, 'locally owned and operated entities' refers to entities based in the same country as the Premier business unit purchasing from the entity. These entities are not owned by a foreign parent organisation.		
GRI 205: Anti-corruption (2016) (Material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our approach • Business ethics » Approach **People** •Our approach	✓	p.30	All our business units undergo cyclical reviews by our legal team to ensure employees are compliant with our Global Code of Conduct.		
205-1	Operations assessed for risks related to corruption	●	**Governance** • Business ethics » Approach » Performance	✓				
205-2	Communication and training about anti-corruption policies and procedures	●	**Governance** • Business ethics » Approach	✓	p.31	(a) Partially reported.		Governance: Anti-corruption

GRI Standard (publication year)		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism metrics
			Sustainability Report	Appendix				
			People •Our approach					
205-3	Confirmed incidents of corruption and actions taken	•	**Governance** • Business ethics » Performance	✓	p.31	No incidents of corruption were reported in 2020.		Governance: Anti-corruption
GRI 206: Anti-competitive behaviour (2016) (Non-material topic)								
103-1 103-2 103-3	Management approach	•	**Governance** • Business ethics » Performance			For more information on this disclosure please refer to our: Global Code of Conduct		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	•	**Governance** • Business ethics » Performance	✓				
GRI 207: Tax (2019)								
103-1 103-2 103-3	Management approach	•	**Governance** • Our approach » Sustainability management • Business ethics » Performance **Prosperity** •Value generation and distribution •Public policy and government relations » Sustainability	✓				
207-1	Approach to tax	•	**Governance** • Our approach » Sustainability management • Business ethics » Performance **Prosperity** •Value generation and distribution •Public policy and government relations » Approach	✓	p.40,42,43	For more information on this disclosure please refer to our Tax Policy.		
207-2	Tax governance, control and risk management	•	**Governance** • Our approach » Sustainability management **Prosperity** • Value generation and distribution	✓	p.43	For more information on this disclosure please refer to our Tax Policy.		

GRI Standard (publication year)		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism metrics
			Sustainability Report	Appendix				
			• Public policy and government relations » Approach					
207-3	Stakeholder engagement and management concerns related to tax	●	**Prosperity** • Public policy and government relations » Approach • Value generation and distribution » Approach »Tax	✓	p.43			
207-4	Country-by-country reporting	●		✓		The OCED developed and implemented country by country reporting (CbCR) in 2017 and all large multinational enterprises are required to file these statements annually with tax authorities. Premier's CbCR for the year ended 31 December 2019 is available here. The report details Premier's relevant financial data for all 15 countries and locations which we have a taxable presence in. The CbCR has not been subject to external audit, statement or opinion.		

GRI Standards 300: Environmental Disclosures

● Fully reported ● Partially reported ● Not reported

GRI Standard (publication year)		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism Metrics
			Sustainability Report	Appendix				
GRI 301: Materials (2016) (Non-material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our approach **Planet** • Our approach • Energy transition and climate change					
301-1	Materials used by weight or volume	●				Not reported. Energy is the dominant input and output of our operations, therefore the value of reporting total materials by weight or volume for our sector is limited.		
301-2	Recycled input materials used	●				Not reported. See comment for 301-1		
301-3	Reclaimed products and their packaging materials	●				Not reported. See comment for 301-1		
GRI 302: Energy (2016) (Material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our approach • Commitment to the UN SDGs **Planet** • Our approach • Energy transition and climate change » Approach » Energy use				Y	
302-1	Energy consumption within the organization	●	**Planet** • Energy transition and climate change » Energy use				Y	
302-3	Energy consumption outside of the organization	●				Not reported		
302-3	Energy intensity	●	**Planet** • Energy transition and climate change » Performance: Energy use					
302-4	Reduction of energy consumption	●	**Planet** • Energy transition and climate change »Approach »Energy use		p.34	(a) and (b): Partially reported (c) and (d): Not reported		

302-5	Reduction in energy requirements of products and services	●				Not applicable to our operations		
GRI 303: Water and effluents (2018) (Non-material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our approach **Planet** • Our approach • Effluents, spills and waste » Approach » Performance » Unplanned discharges	✓			Y	
303-1	Interactions with water as a shared resource	●	**Governance** • Our approach **Planet** • Our approach • Effluents, spills and waste » Approach » Performance » Unplanned discharges This GRI Table	✓		As our operated assets are offshore and our onshore activities are non-operated, we have a limited impact on local water availability. (a) and (b): Partially reported (c) and (d): Not reported		
303-2	Management of water discharge-related impacts	●	**Planet** • Our approach • Effluents, spills and waste » Approach » Performance » Unplanned discharges	✓				
303-3	Water withdrawal	●		✓		(a) and (b): Partially reported (c) and (d): Not reported	Y	
303-4	Water discharge	●	**Planet** • Effluents, spills and waste » Performance: Planned discharge »Unplanned discharge	✓		(a): Partially reported (b), (c), (d) and (e): Not reported		
303-5	Water consumption	●		✓		Premier does not operate in areas with water stress.		
GRI 304: Biodiversity (2016) (Non-material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our approach • Commitment to the UN SDGs **Planet** • Our approach • Effluents, spills and waste	✓			Y	

			»Approach **Prosperity** • Value Generation and distribution					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	•	**Planet** • Our approach • Effluents, spills and waste	✓			Y	Planet: Land use and ecological sensitivity
304-2	Significant impacts of activities, products, and services on biodiversity	•	**Planet** • Effluents, spills and waste »Approach **Prosperity** • Value Generation and distribution	✓				
304-3	Habitats protected or restored	•	**Planet** • Our approach • Effluents, spills and waste »Approach **Prosperity** • Value Generation and distribution	✓		(a) and (b): Partially reported (c) and (d): Not reported		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	•		✓		(a): Partially reported		
GRI 305: Emissions (2016) (Material topic)								
103-1 103-2 103-3	Management approach	•	**Governance** • Our approach **Planet** • Our approach • Energy transition and climate change » Approach » Performance				Y	
305-1	Direct (Scope 1) GHG emissions	•	**Planet** • Energy transition and climate change » Performance	✓	p.34		Y	Planet: Greenhouse gas emissions
305-2	Energy indirect (Scope 2) GHG emissions	•	**Planet** • Energy transition and climate change » Performance	✓	p.34		Y	Planet: Greenhouse gas emissions
305-3	Other indirect (Scope 3) GHG emissions	•	**Planet** • Energy transition and climate change » Performance	✓			Y	Planet: Greenhouse gas emissions
305-4	GHG emissions intensity	•	**Planet** • Energy transition and climate change	✓	p.25, 34		Y	

			» Approach » Performance					
305-5	Reduction of GHG emissions	🟡	**Planet** • Energy transition and climate change » Approach » Performance	✓		(a): Partially reported (b), (c) and (d): Not reported		
305-6	Emissions of ozone-depleting substances (ODS)	🟢	This GRI Table			There are no routine material emissions of ozone-depleting substances from our facilities.		
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	🟢	**Planet** • Effluents, spills and waste » Approach	✓			Y	Planet: Air pollution
GRI 306: Effluents and waste (2020) (Material topic)								
103-1 103-2 103-3	Management approach	🟢	**Governance** • Our approach **Planet** • Our approach • Effluents, spills and waste » Approach		p.33		Y	
306-1	Waste generation and significant waste-related impacts	🟢	**Planet** • Effluents, spills and waste » Waste management				Y	
306-2	Management of significant waste-related impacts	🟡	**Planet** • Effluents, spills and waste » Waste management			(a): Partially reported (b) and (c): Not reported	Y	
306-3	Waste generated	🟢	**Planet** • Effluents, spills and waste » Waste management	✓	p.34		Y	
306-4	Waste diverted from disposal	🔴				Not reported	Y	
306-5	Waste directed to disposal	🟡		✓		(a), (b) and (c): Partially reported (d) and (e): Not reported	Y	
GRI 307: Environmental compliance (2016) (Material topic)								
103-1 103-2 103-3	Management approach	🟢	**Planet** • Our approach **Prosperity** • Business ethics » Approach		p.31-33			
307-1	Non-compliance with environmental laws and regulations	🟢	**Planet** • Energy transition and climate change	✓				

			» Approach **Prosperity** • Business ethics » Approach This GRI Table					
GRI 308: Supplier environmental assessment (2016) (Material topic)								
103-1 103-2 103-3	Management approach	●	**Prosperity** • Business ethics » Approach • Human rights »Approach »Our business partners • Responsible supply chain management » Approach This GRI Table			All companies involved in bids on operational contracts are subject to a documented risk screening process that includes health, safety and environmental criteria (this does not include assessments against the ILO core labour standards). Prior to the awarding of new contracts, any bidders that we consider to be high risk are subject to more detailed due diligence.		
308-1	New suppliers that were screened using environmental criteria	●	**Prosperity** • Business ethics » Approach • Responsible supply chain management	✓				
308-2	Negative environmental impacts in the supply chain and actions taken	●	This GRI Table			No significant actual or potential negative impacts related to environmental practices were reported or otherwise identified in our supply chain as a result of assessments conducted in 2020.		

GRI Standards 400: Social Disclosures

🟢 Fully reported 🟡 Partially reported 🔴 Not reported

GRI Standard (publication year)		Level of reporting	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism Metrics
			Sustainability Report	Appendix				
GRI 401: Employment (2016) (Material topic)								
103-1 103-2 103-3	Management approach	🟢	**People** • Our approach • Local employment • Diversity and inclusion	✓				
401-1	New employee hires and employee turnover	🟢	**People** • Local employment • Diversity and inclusion	✓				Prosperity: Absolute number and rate of employment
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	🟢		✓				
401-3	Parental leave	🟡	**People** • Diversity and inclusion	✓		(c), (d), (e): Partially reported		
GRI 402: Labour/ Management relations (2016) (Material topic)								
103-1 103-2 103-3	Management approach	🟢	**Governance** • Our approach **People** • Local employment » Approach • Employee engagement » Approach	✓				
402-1	Minimum notice periods regarding operational changes	🟢	**People** • Employee engagement » Approach This GRI Table		p.39	Typically, we will provide employees and, where relevant, their elected representatives with at least one month's notice of any significant operational changes that might affect them.		
GRI 403: Occupational health and safety (2018) (Material topic)								
103-1 103-2 103-3	Management approach	🟢	**Governance** • Our approach **People** • Occupational health and safety	✓			Y	

			» Approach • Process safety and asset integrity » Approach • Emergency preparedness and crisis management » Approach					
403-1	Occupational health and safety management system	•	**Governance** • Our approach **People** • Occupational health and safety » Approach • Emergency preparedness and crisis management » Performance **Prosperity** • Security » Approach	✓	p.36-38		Y	
403-2	Hazard identification, risk assessment, and incident investigation	•	**People** • Occupational health and safety » Approach » Performance **Prosperity** • Security » Approach	✓	p.36-38		Y	
403-3	Occupational health services	•	**People** • Occupational health and safety » Approach » Performance • Process safety and asset integrity » Approach • Emergency preparedness and crisis management » Approach » Performance **Prosperity** • Security » Approach		p.36-38			
403-4	Worker participation, consultation, and communication on occupational health and safety	•	**People** • Occupational health and safety » Approach This GRI Table	✓	p.38	The formal joint management-worker health and safety committees referred to within the People section operate at the business unit level.		

403-5	Worker training on occupational health and safety	●	**People** • Occupational health and safety » Approach • Process safety and asset integrity » Approach • Emergency preparedness and crisis management » Approach	✓				
403-6	Promotion of worker health	●				(b): Partially reported (a): Not reported		People: Health and safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	●	**People** • Our approach • Occupational health and safety » Approach • Process safety and asset integrity » Approach • Emergency preparedness and crisis management » Approach **Prosperity** • Security » Approach		p.36-38			
403-8	Workers covered by an occupational health and safety management system	●	**People** • Occupational health and safety » Approach » HSES Management System	✓	p.36-38	All our workforce, employees and contractors, are covered by our HSES management system.		
403-9	Work-related injuries	●	**People** • Occupational health and safety » Performance	✓	p.25,26,36,37,39		Y	People: Health and safety
403-10	Work-related ill health	●	**People** • Occupational health and safety » Performance • Emergency preparedness and crisis management	✓	p.36-39		Y	
GRI 404: Training and education (2016) (Non-material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our Approach **People** • Employee engagement » Performance	✓				
404-1	Average hours of training per year per employee	●				Not reported		People: Training provided
404-2	Programs for upgrading employee skills and transition assistance programs	●	**People** • Local employment »Approach	✓	p.38			

404-3	Percentage of employees receiving regular performance and career development reviews	●	**People** • Performance highlights in 2020	✓	p.25,39	Total amount of employees who received a regular performance review and career development review provided but this information does not include a breakdown by gender or employee category.		
GRI 405: Diversity and equal opportunity (2016) (Material topic)								
103-1 103-2 103-3	Management approach	●	**People** • Diversity and inclusion » Approach	✓				
405-1	Diversity of governance bodies and employees	●	**People** • Diversity and inclusion » Performance	✓	p.38			Governance: Governance body composition Diversity and inclusion
405-2	Ratio of basic salary and remuneration of women to men	●	**People** • Diversity and inclusion » Performance	✓				People: Pay equality
GRI 406: Non-discrimination (2016) (Material topic)								
103-1 103-2 103-3	Management approach	●	**Governance** •Our approach **People** • Our approach • Diversity and inclusion »Approach • Employee engagement » Approach **Prosperity** • Human rights		p.38			
406-1	Incidents of discrimination and corrective actions taken	●	**Prosperity** • Human rights This GRI Table			There were no alleged incident(s) of discrimination reported at our operations in 2020.		
GRI 407: Freedom of association and collective bargaining (2016)								
103-1 103-2 103-3	Management approach	●	**People** • Our approach • Employee engagement » Organised labour **Prosperity** • Human rights » Performance • Responsible supply chain management »Approach		p.39			

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	●	**Prosperity** • Human rights » Performance • Responsible supply chain management »Performance This GRI Table			No operations or suppliers were identified where the right to exercise freedom of association and collective bargaining may be violated or at significant risk in 2020.		
GRI 408: Child labour (2016)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our approach • Materiality assessment **People** • Our approach **Prosperity** • Human rights » Approach • Responsible supply chain management » Approach		p.40			
408-1	Operations and suppliers at significant risk for incidents of child labour	●	**Prosperity** • Human rights » Approach • Responsible supply chain management » Performance This GRI Table		p.40	No operations or suppliers were identified to have a significant risk for incidents of child labour in 2020.		People: Risks for incidents of child, forced or compulsory labour
GRI 409: Forced or compulsory labour (2016)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our approach • Materiality assessment **People** • Our approach **Prosperity** • Human rights » Approach • Responsible supply chain management » Approach		p.40			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	●	**Prosperity** • Human rights » Approach • Responsible supply chain management		p.40	No operations or suppliers were identified to have a significant risk for incidents of forced or compulsory labour in 2020.		People: Risks for incidents of child, forced or compulsory labour

			» Performance This GRI Table					
GRI 410: Security practices (2016)								
103-1 103-2 103-3	Management approach	●	**Prosperity** • Human rights »Security and human rights • Responsible supply chain »Approach • Security »Performance		p.27			
410-1	Security personnel trained in human rights policies or procedures	●	**Prosperity** • Human rights »Security and human rights • Security »Performance This GRI Table			No security-related incidents with human rights implications were recorded in 2020.		
GRI 411: Rights of indigenous peoples (2016)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our approach • Commitment to the UN SDGs **Prosperity** • Human rights »Approach • Responsible supply chain management			We do not operate in any indigenous areas and Premier was not accused of any violations of indigenous rights in 2020.		
411-1	Incidents of violations involving rights of indigenous peoples	●	**Prosperity** • Our approach • Human rights »Approach • Responsible supply chain management This GRI Table			We do not operate in any indigenous areas and Premier was not accused of any violations of indigenous rights in 2020.		
GRI 412: Human rights assessment (2016)								
103-1 103-2 103-3	Management approach	●	**Governance** • Our approach • Commitment to the UN SDGs **People** • Our approach **Prosperity** • Our approach • Human rights • Responsible supply chain management		p. 27,30, 31,37, 40,43,			

412-1	Operations that have been subject to human rights reviews or impact assessments	●	**Prosperity** • Human rights »Approach »Performance • Responsible supply chain management »Performance This GRI Table		p.40, 43	In 2020, all of our operations and non-operated assets were screened for their potential human rights impacts using our human rights risk screening tool. This includes our operated and non-operated activities in Indonesia, Vietnam, the UK, the Falkland Islands, Mauritania, Mexico and Brazil.		
412-2	Employee training on human rights policies or procedures	●	**Governance** • Business ethics **Prosperity** • Human rights »Approach This GRI Table	✓	p.40	Zero and zero. We did not actively deliver any human rights training in 2020.		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	●	**Governance** • Business ethics **Prosperity** • Human rights »Approach »Performance • Responsible supply chain management »Performance	✓	p.40			
GRI 413: Local communities (2016)								
103-1 103-2 103-3	Management approach	●	**People** • Our approach • Emergency preparedness and crisis management • Local employment **Prosperity** • Value generation • Public policy and government relations • Human rights	✓	p. 27, 32, 38,40,42, 43			
413-1	Operations with local community engagement, impact assessments, and development programs	●	**Governance** • Stakeholder engagement **People** • Occupational health and safety » Performance	✓	p. 27, 32,38, 40,42, 43	(a – i, ii, iii, iv, v, vii, viii): Partially reported (a – vi): No vulnerable groups were identified during our local community consultations in 2020.		

			Prosperity • Performance highlights in 2020 • Public policy and government relations • Human rights » Performance					
413-2	Operations with significant actual and potential negative impacts on local communities	•	**Prosperity** • Human rights This GRI Table	✓	p.32, 43	None of our operations have been identified as having any material negative impacts on local communities, reflecting their remote, offshore locations.		
GRI 414: Supplier social assessment (2016)								
103-1 103-2 103-3	Management approach	•	**Governance** • Business ethics **Prosperity** • Human rights • Responsible supply chain management This GRI Table	✓	p. 25, 30,31, 40,41,43	All companies involved in bids on operational contracts are subject to a documented risk screening process that includes health, safety and environmental criteria (this does not include assessments against the ILO core labour standards). Prior to the awarding of new contracts, any bidders that we consider to be high risk are subject to more detailed due diligence.		
414-1	New suppliers that were screened using social criteria	•	**Governance** • Business ethics **Prosperity** • Responsible supply chain management » Performance		p.40, 43			
414-2	Negative social impacts in the supply chain and actions taken	•	**Prosperity** • Responsible supply chain management » Performance This GRI Table		p.40, 43	No significant actual or potential negative impacts related to social practices were reported or otherwise identified in our supply chain as a result of assessments conducted in 2020.		
GRI 415: Public policy (2016)								
103-1 103-2 103-3	Management approach	•	**Governance** • Our approach • Business ethics **Prosperity** • Value generation and distribution • Public policy and government relations » Performance	✓				

415-1	Political contributions	•	**Prosperity** • Value generation and distribution • Public policy and government relations » Performance					
GRI 416: Customer health and safety (2016)								
103-1 103-2 103-3	Management approach	•	**Governance** • Our approach • Business ethics This GRI Table			Premier solely sells crude oil to oil companies, traders and refiners. We sell gas largely to utility companies. We do not sell any products to the general public. As such, the health and safety impacts of any products/services or the nature of information on products/services are of limited relevance to our business. Material Safety Data Sheets are prepared for our crude oil and gas products where relevant.		
416-1	Assessment of the health and safety impacts of product and service categories	•	This GRI Table			None as not relevant to our products		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	•	This GRI Table			None as not relevant to our products		
GRI 417: Marketing and labelling (2016)								
103-1 103-2 103-3	Management approach	•	**Governance** • Our approach This GRI Table			See comment for GRI 416: Management approach		
417-1	Requirements for product and service information and labelling	•	This GRI Table			None as not relevant to our products		
417-2	Incidents of non-compliance concerning product and service information and labelling	•	This GRI Table			None as not relevant to our products		
417-3	Incidents of non-compliance concerning marketing communications	•	This GRI Table			None as not relevant to our products		
GRI 418: Customer privacy (2016)								
103-1 103-2 103-3	Management approach	•	**Governance** • Our approach • Business ethics This GRI Table					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	•	**Governance** • Business ethics This GRI Table			No substantiated complaints concerning breaches of customer privacy and losses of customer data reported in 2020.		

GRI 419: Socioeconomic compliance (2016)								
103-1 103-2 103-3	Management approach		**Governance** • Our approach • Business ethics					
419-1	Non-compliance with laws and regulations in the social and economic area		**Governance** • Our approach • Business ethics			In 2020, Premier was not subject to any significant fines or non-monetary sanctions for breaches with laws and regulations in the social and economic area.		

GRI G4 Oil and Gas Sector Disclosures

● Fully reported ● Partially reported ● Not reported

GRI Oil and Gas Sector Supplement		Reported?	Sustainability Report		Annual Report	Notes	Externally assured?	WEF/IBC Stakeholder Capitalism Metrics
			Sustainability Report	Appendix				
Reserves and production (Material aspect)								
OG1	Volume and type of estimated proved reserves and production	●	**Introduction** • At a glance	p.2-3,5,117				
Energy (Material aspect)								
OG2	Total amount invested in renewable energy	●	**This GRI Table**			We do not currently directly generate or plan to generate renewable energy. This is partly because the offshore nature of our operations, as well as their existing ability to generate power from oil and gas, is such that this would be neither practical nor economic. It is also outside the scope of our competencies and would, given the nature of our business, have only a marginal impact on our overall carbon footprint.		
OG3	Total amount of renewable energy generated by source	●	This GRI Table			See note for OG2		
Biodiversity (Non-material aspect)								
OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored	●	**Governance** • Commitment to the UN SDGs **Planet** • Our approach **Prosperity** • Human rights »Approach »Community rights This GRI Table	✓		(2.3 and 2.4): Partially reported. All our operating sites undergo biodiversity risk assessments as part of the ESIA process. Our ESIAs have not predicted / identified any material long-term negative impacts on local biodiversity or ecosystems as a result of our routine drilling and production activities. (2.1, 2.2, 2.5): Not reported	Y	
Effluents and waste (Material aspect)								
OG5	Volume or formation or produced water	●	**Planet** • Effluents, spills and waste »Performance »Planned discharges			See 2020 Sustainability Report Datasheet for more information.	Y	

OG6	Volume of flared and vented hydrocarbon	●	**Pl**anet • Energy transition and climate change »Performance » Direct emissions			See 2020 Sustainability Report Datasheet for more information.	Y	
OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	●	**Planet** • Effluents, spills and waste » Approach » Waste management This GRI Table			(2.1) and (2.2): Partially reported. Drill mud and cuttings produced using aqueous and non-aqueous fluids are reported within the total hazardous waste number. (2.3): Not reported See 2020 Sustainability Report Datasheet for more information.	Y	
Products and services (Non-material aspect)								
OG8	Benzene, lead and sulphur content	●				Not reported		
OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place	●	**Prosperity** • Human rights » Approach » Community rights This GRI Table	✓		We do not operate in any indigenous areas and Premier was not accused of any violations of indigenous rights in 2020.		
OG10	Number and description of significant disputes with local communities and indigenous peoples	●	**Prosperity** • Human rights » Approach	✓		See note for OG9		
OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned	●	**Prosperity** • Decommissioning » Performance This GRI Table			We have a dedicated decommissioning team, which is responsible for the safe and environmentally responsible operational planning and execution of Decommissioning Programmes, assurance of regulatory compliance, communication with joint venture partners and statutory consultees, and cost control. We have received no complaints regarding outstanding local community issues or government notices on decommissioning in 2020.		
OG12	Operations where involuntary resettlement took place, the number of households resettled in each and how their livelihoods were affected in the process	●	This GRI Table			No Premier-operated assets undertook involuntary resettlement activity in 2020. All of Premier's operated assets were located offshore in 2020.		

OG13	Number of process safety events, by business activity	●	**People** • Process safety and asset integrity » Performance			See 2020 Sustainability Report Datasheet for more information.	Y	
OG14	Volume of biofuels produced and purchased meeting sustainability criteria	●	This GRI Table			We do not currently directly generate or plan to generate renewable energy. This is partly because the offshore nature of our operations, as well as their existing ability to generate power from oil and gas, is such that this would be neither practical nor economic. It is also outside the scope of our core competencies and would, given the nature of our business, have only a marginal impact on our overall carbon footprint.		