

Making a
difference...



ABOUT THIS INDEX

The Global Reporting Initiative's 'G3.1' Sustainability Reporting Guidelines (GRI Guidelines) were used in the preparation of this year's sustainability reporting.

The GRI Guidelines have been applied to meet the requirements of a C+ application level.

Deloitte has provided independent limited assurance over our self-declaration of having applied the GRI Guidelines at application level C+ using the Australian Standard on Assurance Engagements 3000. The Assurance Statement from Deloitte is available on our website www.oilsearch.com/sustainability/sustainability-reporting.html.

This is a different application level than that declared last year. Increased rigour around our data collection and reporting processes has led us to declare, and assure, an application level of C+ as a more accurate reflection of our current position against the GRI requirements. We have, however, maintained the required number of indicators for a B.

At the time of preparation for this report the GRI Oil and Gas Sector Supplement had not yet been released however, we plan to incorporate the supplement into future reports.

Whilst this report has been developed with regard to the GRI Guidelines, a number of the indicators reported against are similar to those contained in the IPIECA, API and OGP 'Oil and Gas Industry Guidance on Voluntary Sustainability Reporting' (IPIECA). Where indicators are similar in intent between the two reporting frameworks a reference to the corresponding IPIECA indicator has been included against each GRI indicator listed.

KEY:	
Core indicator	PC Partially completed
Add indicator	NM Not material
<input checked="" type="checkbox"/> Met	N/A Not Applicable
<input type="checkbox"/> Not Reported	

GLOBAL REPORTING INITIATIVE INDEX

PROFILE INDICATORS

No.		STATUS	REFERENCE/COMMENT	PAGE/LINK	IPEICA
1. STRATEGY AND ANALYSIS					
1.1	Statement from the most senior decision-maker of the organisation.	<input checked="" type="checkbox"/>	Sustainability Report – Message from the Managing Director	pages 2 – 3	Step 1: Articulate vision and strategy
1.2	Description of key impacts, risks, and opportunities.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	Step 2: Describe governance and management systems
2. ORGANISATIONAL PROFILE					
2.1	Name of the organisation.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search Overview	pages 8 – 9	N/A
2.2	Primary brands, products, and/or services.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search Overview	pages 8 – 9	N/A
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search Overview	pages 8 – 9	N/A
2.4	Location of organisation's headquarters.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search Overview	pages 8 – 9	N/A
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search Overview	pages 6 – 9	N/A
2.6	Nature of ownership and legal form.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search Overview	pages 8 – 9	N/A
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search Overview	pages 8 – 9	N/A
2.8	Scale of the reporting organisation.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search Overview Sustainability Report – Sustainability Performance Summary Annual Report	pages 8 – 9 pages 4 – 5	N/A
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search Overview There were no significant changes in the organisation's size, structure or ownership during the year.	pages 8 – 9	N/A
2.10	Awards received in the reporting period.	<input checked="" type="checkbox"/>	We did not receive any awards for our sustainability performance in 2011 however our performance in social development was recognised by our nomination as a finalist for the Ethical Investor Corporate Sustainability Award for Social/Community.	N/A	N/A

GLOBAL REPORTING INITIATIVE INDEX

No.	STATUS	REFERENCE/COMMENT	PAGE/LINK	IPEECA
3. REPORT PARAMETERS				
REPORT PROFILE				
3.1	<input checked="" type="checkbox"/>	Sustainability Report – About this report	Inside front cover.	N/A
3.2	<input checked="" type="checkbox"/>	Sustainability Report – About this report Our 2010 Sustainability Report was our first sustainability report. It covered our sustainability performance for the 2010 calendar year and was released in April, 2011.	Inside front cover.	N/A
3.3	<input checked="" type="checkbox"/>	Sustainability Report – About this report The sustainability reporting cycle is annual, based on a calendar year ending the 31st December.	Inside front cover.	N/A
3.4	<input checked="" type="checkbox"/>	Sustainability Report – About this report	Inside front cover.	N/A
REPORT SCOPE AND BOUNDARY				
3.5	<input checked="" type="checkbox"/>	Sustainability Report – About this report	Inside front cover.	Step 3: Determine material issues for reporting
3.6	<input checked="" type="checkbox"/>	Sustainability Report – About this report	Inside front cover.	Step 3: Determine material issues for reporting Appendix A: Detailed guidance on developing a reporting boundary
3.7	<input checked="" type="checkbox"/>	Sustainability Report – About this report	Inside front cover.	Step 3: Determine material issues for reporting Appendix A: Detailed guidance on developing a reporting boundary
3.8	<input checked="" type="checkbox"/>	Sustainability Report – About this report	Inside front cover.	Step 3: Determine material issues for reporting Appendix A: Detailed guidance on developing a reporting boundary

GLOBAL REPORTING INITIATIVE INDEX

No.	STATUS	REFERENCE/COMMENT	PAGE/LINK	IPIECA	
3.9	<input checked="" type="checkbox"/>	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	<p>Data Book – About this Book</p> <p>Data Book – Community Development</p> <p>Data Book – Oil Search People</p> <p>Data Book – Safety</p> <p>Data Book – Environment</p> <p>Data Book – Appendix A – Community Health</p>	<p>Inside front cover.</p> <p>Pages 12 – 14</p> <p>pages 15 – 20</p> <p>pages 21 – 23</p> <p>pages 24 – 27</p> <p>pages 28 – 33</p>	Step 3: Determine material issues for reporting
3.10	<input checked="" type="checkbox"/>	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	<p>Sustainability Report – About this Report</p> <p>Data Book – About this Book</p> <p>Data Book – Community Development</p> <p>Data Book – Oil Search People</p> <p>Data Book – Safety</p> <p>Data Book – Environment</p>	<p>Inside front cover.</p> <p>Inside front cover.</p> <p>pages 12 – 14</p> <p>pages 15 – 20</p> <p>pages 21 – 23</p> <p>pages 24 – 27</p>	Step 3: Determine material issues for reporting
3.11	<input checked="" type="checkbox"/>	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	<p>Sustainability Report – About this report</p> <p>Data Book – About this Book</p> <p>There have been no significant changes in the scope or boundary of this year's sustainability reporting to that applied in the 2010 Sustainability Report.</p>	<p>Inside front cover.</p> <p>Inside front cover.</p>	N/A
GRI CONTENT INDEX					
3.12	<input checked="" type="checkbox"/>	Table identifying the location of the Standard Disclosures in the report.	This table	N/A	N/A
ASSURANCE					
3.13	<input checked="" type="checkbox"/>	Policy and current practice with regard to seeking external assurance for the report.	<p>Sustainability Assurance Statement</p> <p>This is the first year which our sustainability reporting has been subject to independent assurance. We intend to continue obtaining assurance over this data in future and seek to expand the scope of assurance as our systems and processes mature.</p>	<p>www.oilsearch.com/sustainability/sustainability-reporting.html</p>	Step 6: Provide assurance

GLOBAL REPORTING INITIATIVE INDEX

No.		STATUS	REFERENCE/COMMENT	PAGE/LINK	IPIECA
4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT					
GOVERNANCE					
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	☑	Annual Report – Corporate Governance Oil Search website – Corporate Governance Data Book – Oil Search People Sustainability Report – Sustainability Governance	pages 54 – 61 http://www.oilsearch.com/Corporate-Governance/Overview.html pages 15 – 20 Pages 16 – 19	Step 2: Describe governance and management systems
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	☑	The Chair of the Board is not an executive officer. As per the Oil Search Board and Board Committee Charter, the Board will elect one of the Directors to act as Chair who: (a) is a non-executive Director; and (b) has not previously served as Managing Director of the Company.	http://www.oilsearch.com/Corporate-Governance/Charters-and-Policies.html	Step 2: Describe governance and management systems
4.3	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	☑	Annual Report – Corporate Governance Data Book – Oil Search People Oil Search website – The Board	pages 54 – 61 pages 15 – 20 http://www.oilsearch.com/Corporate-Governance/The-Board.html	SE15
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	☑	Annual Report – Corporate Governance There are a number of informal mechanisms through which general employees are able to directly access Board members, including at the annual Oil Search team meeting and visits by Board members to areas of operation. In addition, there are regular forums through which Senior Management meet with all or some Board members and are able to raise issues directly.	pages 54 – 61	SE16
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).	☑	Annual Report – Remuneration Report	pages 69 – 90	N/A
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	☑	Annual Report – Corporate Governance	pages 54 – 61	N/A
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	☑	Annual Report – Corporate Governance Oil Search website – The Board	pages 54 – 61 http://www.oilsearch.com/Corporate-Governance/The-Board.html	N/A
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	☑	Sustainability Report – Sustainability Governance	Pages 16 – 19	Step 1: Articulate vision and strategy

GLOBAL REPORTING INITIATIVE INDEX

No.	STATUS	REFERENCE/COMMENT	PAGE/LINK	IPIECA
4.9	<input checked="" type="checkbox"/>	Annual Report – Corporate Governance Sustainability Report – Sustainability Governance	pages 54 – 61 Pages 16 – 19	Step 2: Describe governance and management systems
4.10	<input checked="" type="checkbox"/>	Annual Report – Corporate Governance	pages 54 – 61	N/A
COMMITMENTS TO EXTERNAL INITIATIVES				
4.11	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	N/A
4.12	<input checked="" type="checkbox"/>	Sustainability Report – Sustainability Strategy	Pages 10 – 15	Step 2: Describe governance and management systems
4.13	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	N/A
STAKEHOLDER ENGAGEMENT				
4.14	<input checked="" type="checkbox"/>	Sustainability Report – Social Development – Engaging with stakeholders	pages 26 – 28	Section 2: The reporting process, Engaging Stakeholders
4.15	<input checked="" type="checkbox"/>	Sustainability Report – Social Development – Engaging with stakeholders	pages 26 – 28	Section 2: The reporting process, Engaging Stakeholders
4.16	<input checked="" type="checkbox"/>	Sustainability Report – Social Development – Engaging with stakeholders	pages 26 – 28	Section 2: The reporting process, Engaging Stakeholders
4.17	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	Section 2: The reporting process, Engaging Stakeholders

GLOBAL REPORTING INITIATIVE INDEX

PERFORMANCE INDICATORS

No.		STATUS	REFERENCE/COMMENT	PAGE/LINK	IPIECA
ECONOMIC					
ECONOMIC PERFORMANCE					
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	<input checked="" type="checkbox"/>	Sustainability Report – Sustainability Performance Summary	pages 4 – 5	SE4, SE13, SE14
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	N/A
EC3	Coverage of the organisation's defined benefit plan obligations.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	N/A
EC4	Significant financial assistance received from government.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE13
MARKET PRESENCE					
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE5, SE6
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search People Data Book – Oil Search People	pages 42 – 48 pages 15 – 20	SE5, SE6
INDIRECT MARKET PRESENCE					
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	<input checked="" type="checkbox"/>	Sustainability Report – Community Development Sustainability Report – Community Health Data Book – Community Health Data Book – Community Development	pages 36 – 41 pages 29 – 35 pages 8 – 11 pages 12 – 14	SE4

GLOBAL REPORTING INITIATIVE INDEX

No.		STATUS	REFERENCE/COMMENT	PAGE/LINK	IPECA
ENVIRONMENT					
MATERIALS					
EN1	Materials used by weight or volume.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	N/A
EN2	Percentage of materials used that are recycled input materials.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	N/A
ENERGY					
EN3	Direct energy consumption by primary energy source.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	E2
EN4	Indirect energy consumption by primary source.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	E2
WATER					
EN8	Total water withdrawal by source.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	E6
BIODIVERSITY					
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	E5
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	E5
EMISSIONS, EFFLUENTS AND WASTE					
EN16	Total direct and indirect greenhouse gas emissions by weight.	<input checked="" type="checkbox"/>	Data Book – Environment	Page 24 – 27	E1
EN17	Other relevant indirect greenhouse gas emissions by weight.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	E1
EN19	Emissions of ozone-depleting substances by weight.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	E7
EN20	NO _x , SO _x , and other significant air emissions by type and weight.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	E7
EN21	Total water discharge by quality and destination.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	E9
EN22	Total weight of waste by type and disposal method.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	E10
EN23	Total number and volume of significant spills.	<input checked="" type="checkbox"/>	Sustainability Report – Environment Data Book – Environment For the purposes of this reporting, we have defined 'significant' spills as those which are required to be reported to the PNG Department of Petroleum and Energy.	page 52 – 59 page 24 – 27	E8
PRODUCTS AND SERVICES					
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	HS4
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	N/A
COMPLIANCE					
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	<input checked="" type="checkbox"/>	Data Book – Environment	page 24 – 27	N/A

GLOBAL REPORTING INITIATIVE INDEX

No.		STATUS	REFERENCE/COMMENT	PAGE/LINK	IEPECA
LABOUR PRACTICES					
EMPLOYMENT					
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search People Data Book – Oil Search People	pages 42 – 48 pages 15 – 20	SE15
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	PC	Data Book – Oil Search People Rate of new hires is currently not being reported, and the number of new hires is only reported by gender and location, not by age. This reporting breakdown will be incorporated into future sustainability reporting. Turnover for Australia and MENA has not been reported on separately due to the comparatively small size of these populations to the total number of Oil Search employees.	pages 15 – 20	SE15
LA15	Return to work and retention rates after parental leave, by gender.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	N/A
LABOUR/MANAGEMENT RELATIONS					
LA4	Percentage of employees covered by collective bargaining agreements.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE16, SE8
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE16
OCCUPATIONAL HEALTH AND SAFETY					
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	PC	Data Book – Safety Hours worked, frequency rates and recordable injuries by region are not currently being captured by gender. This breakdown will be incorporated into future sustainability reporting.	pages 21 – 23	HS3
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	<input checked="" type="checkbox"/>	Sustainability Report – Community Health Sustainability Report – Oil Search People	pages 29 – 35 pages 42 – 48	HS2
TRAINING AND EDUCATION					
LA10	Average hours of training per year per employee by gender, and by employee category.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE17
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	<input checked="" type="checkbox"/>	Sustainability Report – Oil Search People Sustainability Report – Community Development	pages 42 – 48 pages 36 – 41	SE17
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	PC	Data Book – Oil Search People The performance review data is not currently being captured by gender. This breakdown will be incorporated into future sustainability reporting.	pages 15 – 20	SE17

GLOBAL REPORTING INITIATIVE INDEX

No.		STATUS	REFERENCE/COMMENT	PAGE/LINK	IPIECA
DIVERSITY AND EQUAL OPPORTUNITY					
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	PC	Data Book – Oil Search People Annual Report – Corporate Governance Oil Search website – The Board The composition of employee category by age group data is not currently being captured. This breakdown will be incorporated into future sustainability reporting.	pages 15 – 20 pages 56 – 62 http://www.oilsearch.com/Corporate-Governance/The-Board.html	SE15
EQUAL REMUNERATION FOR MEN AND WOMEN					
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	<input checked="" type="checkbox"/>	Data Book – Oil Search People	pages 15 – 20	SE15
HUMAN RIGHTS					
INVESTMENT AND PROCUREMENT PRACTICES					
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE8
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE9
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE8
NON-DISCRIMINATION					
HR4	Total number of incidents of discrimination and corrective actions taken.	<input checked="" type="checkbox"/>	Sustainability report – Oil Search People	pages 42 – 48	SE8, SE18
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	<input checked="" type="checkbox"/>	In all areas of operation, Oil Search abides by local employment laws and operates in accordance with our Human Resources Policies and Guidelines, whichever is more stringent. Basic labour rights such as freedom of association and the right to engage in collective bargaining are protected by employment laws in both the PNG and Australia. However, these rights and the right to strike and earn a minimum wage are not acknowledged by relevant labour laws in the UAE and in this instance we manage our employee relationships according to our Human Resources Policies and Guidelines.	N/A	SE8, SE9

GLOBAL REPORTING INITIATIVE INDEX

No.		STATUS	REFERENCE/COMMENT	PAGE/LINK	IPECA
CHILD LABOUR					
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	PC	<p>We have determined the risk of child labour occurring on an Oil Search site to be negligible. This is because we directly manage and operate our sites and therefore have greater control over ensuring adherence to corporate policy or local law, whichever is more stringent.</p> <p>Within our supply chain, however, we do not currently have the information on which to form a determination of the risk of child labour. This will be addressed during 2012/13 as part of review of all suppliers and contractors.</p>	N/A	SE8, SE9
FORCED AND COMPULSORY LABOUR					
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour.	PC	<p>We have determined the risk of forced and compulsory labour occurring on an Oil Search site to be negligible. This is because we directly manage and operate our sites and therefore have greater control over ensuring adherence to corporate policy or local law, whichever is more stringent.</p> <p>Within our supply chain, however, we do not currently have the information on which to form a determination of the risk of forced and compulsory labour. This will be addressed during 2012/13 as part of review of all suppliers and contractors.</p>	N/A	SE8
SECURITY PRACTICES					
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	<input checked="" type="checkbox"/>	All security team members are required to attend an Oil Search induction session prior to commencement on site, which addresses Oil Search's requirements regarding the protection of human rights. This includes comment on the use of force or excessive force. Regular briefings are conducted between Oil Search and contractor staff regarding expectations.	N/A	SE10
ASSESSMENT					
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE8
REMEDATION					
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE18

GLOBAL REPORTING INITIATIVE INDEX

No.		STATUS	REFERENCE/COMMENT	PAGE/LINK	IPECA
SOCIAL PERFORMANCE					
LOCAL COMMUNITIES					
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	<input checked="" type="checkbox"/>	Sustainability Report – Sustainable Development Although the level of community engagement is correlated to the size of our operations, some degree of community engagement occurs at all of our areas of operation.	Pages 36 – 41	SE1
SO9	Operations with significant potential or actual negative impacts on local communities.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE1
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE1
CORRUPTION					
SO2	Percentage and total number of business units analysed for risks related to corruption.	<input checked="" type="checkbox"/>	Fraud and corruption assessments are conducted across the organisation at all corporate and operational areas. Each risk indicator is assessed and managed through preventative and detective controls. The Fraud Risk Assessment is reviewed quarterly and reported through to executive management. The assessment supports the biannual certification provided by the MD and CFO to the Board and external audit. 100% of all business units operating in Australia, PNG and MENA have been considered in the assignment of ownership and review of these risks.	N/A	SE11, SE12
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	<input checked="" type="checkbox"/>	All inductions by employees and contractors require a review and acknowledgement of the Code of Conduct along with the successful completion of online training. Senior management are required to confirm compliance with the Code of Conduct annually.	N/A	SE11
SO4	Actions taken in response to incidents of corruption.	<input checked="" type="checkbox"/>	During 2011 there were no instances of corruption or bribery between company employees and government / NGO officials. There have been no contract terminations due to corrupt conduct nor any legal proceeding brought against the company, its directors or employees.	N/A	SE11, SE12
PUBLIC POLICY					
SO5	Public policy positions and participation in public policy development and lobbying.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	SE14
ANTI-COMPETITIVE BEHAVIOUR					
COMPLIANCE					
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	N/A

GLOBAL REPORTING INITIATIVE INDEX

No.		STATUS	REFERENCE/COMMENT	PAGE/LINK	I/IECA
PRODUCT RESPONSIBILITY					
CUSTOMER HEALTH AND SAFETY					
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	HS4
PRODUCT AND SERVICE LABELLING					
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	<input type="checkbox"/>	Not explicitly reported on this year.	N/A	HS4
MARKETING COMMUNICATIONS					
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	NM	This indicator is not considered material to Oil Search as we do not sell to the general consumer market. Our customers are other oil and gas industry members and markets.	N/A	HS4
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	NM	This indicator is not considered material to Oil Search as we do not sell to the general consumer market. Our customers are other oil and gas industry members and markets.	N/A	HS4
CUSTOMER PRIVACY					
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	NM	This indicator is not considered material to Oil Search as we do not sell to the general consumer market. Our customers are other oil and gas industry members and markets.	N/A	HS4
COMPLIANCE					
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	<input checked="" type="checkbox"/>	There have been no fines issued against us for non-compliance with laws and regulations concerning the provision and use of products and services.	N/A	N/A



OIL SEARCH LIMITED