

Action Plan Highlights

Three key policies, i.e. Anti-Corruption, Transparency and Human Rights (See Annexes), were approved on 1 April 2014. There is a need to ensure that these policies are effectively implemented and disseminated to all employees in Parami Energy Group of Companies.

The purpose of this action plan is to set a timeline to allow departments to understand the importance of the nature of these policies as well as the impact the policies deliver. It is not meant to be known as additional tasks. The importance of upholding transparency, human rights and ensuring anti-corruption are critical elements of Parami.

Based on this context, there will be three levels of implementation:

- a. All-Level Communication (Email, Management Briefing, Sub-unit dissemination)
- b. Feedback by Tests (MCQ tests will be organized by Parami HR and supervised by senior management)
- c. Induction Briefs (Briefings on these policies will be organized and monitored by Parami HR)

POLICY ACTION PLAN

	July	Aug	Sep	Oct	Nov	Dec	Jan 2015	Feb 2015
Implementation Action Plan	Mass Email Coy Briefing	Feedback Test	Results of Feedback test announced	2 nd information update on policy update	Circular sent out on Anti- Corruption	Annual Report stating policy action plan	Launch of Strategic Plans and Policies	Review & dissemination of above policies