



# Corporate Responsibility

GRI Index 2017



# GRI Index

This report considers our operations in the context of the Global Reporting Initiative (GRI) Sustainability Reporting Standards and has been prepared in accordance with the Core option.

Please see our [Annual Report 2017](#) and our [Corporate Responsibility Report 2017](#)

GRI Standard	Indicator	Location and/or information	Omission	
General disclosures				
Organization profile				
GRI 102: General Disclosures	102-1	Name of the organization	Cairn Energy PLC	
	102-2	Activities, brands, products, and services	Annual Report (AR) 2017: Business model and strategy, p4–5	
	102-3	Location of headquarters	Edinburgh	
	102-4	Location of operations	<a href="https://www.cairnenergy.com/operations">https://www.cairnenergy.com/operations</a>	
	102-5	Ownership and legal form	<a href="https://www.cairnenergy.com/about-us/at-a-glance/">https://www.cairnenergy.com/about-us/at-a-glance/</a>	
	102-6	Markets served	<a href="https://www.cairnenergy.com/operations">https://www.cairnenergy.com/operations</a> <a href="https://www.cairnenergy.com/">https://www.cairnenergy.com/</a>	
	102-7	Scale of the organization	AR 2017, p8, 14–16, 20–22, 37–38, 139, 176, 185 Corporate Responsibility (CR) Report 2017: Business relationships, p30	
	102-8	Information on employees and other workers	CR 2017 Data Appendix, p14–21 CR Report 2017: Business relationships, p30	We only report breakdowns by region and category where this is relevant for our company and stakeholders.
	102-9	Supply chain	AR 2017: Business model and strategy, p4–5 CR Report 2017: Business relationships, p30	
	102-10	Significant changes to the organization and its supply chain	AR 2017: CEO’s review, p12–17 CR Report 2017: Business relationships: Operational highlights, p25 CR Report 2017: Business relationship: Contractors and suppliers, p30	
	102-11	Precautionary principle or approach	AR 2017: How we manage risk, p40 CR Report 2017: Environment: Water and wastewater, p72 CR Report 2017: Environment: Biodiversity, p75	

GRI Standard	Indicator	Location and/or information	Omission
	102-12	<p>Externally-developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes, or which it endorses.</p> <p><b>Overarching</b></p> <p>UN Global Compact (UNGC) <a href="https://www.unglobalcompact.org/">https://www.unglobalcompact.org/</a></p> <p>IFC Performance Standards <a href="http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards">http://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards</a></p> <p>IOPG Standards &amp; Best Practice Guidance <a href="http://www.iogp.org/international-standards/">http://www.iogp.org/international-standards/</a></p> <p><b>Business Relationships</b></p> <p>Extractive Industries Transparency Initiative (EITI) <a href="https://eiti.org/">https://eiti.org/</a></p> <p>Global Reporting Initiative <a href="https://www.globalreporting.org/Pages/default.aspx">https://www.globalreporting.org/Pages/default.aspx</a></p> <p>AA 1000 Accountability Principles <a href="http://www.accountability.org/standards/">http://www.accountability.org/standards/</a></p> <p><b>People</b></p> <p>Investor in People – People Management Standard <a href="https://www.investorsinpeople.com/iip-standard">https://www.investorsinpeople.com/iip-standard</a></p> <p>OSHAS 18001 – Occupational Health and Safety Management System <a href="https://www.bsigroup.com/en-GB/ohsas-18001-occupational-health-and-safety/">https://www.bsigroup.com/en-GB/ohsas-18001-occupational-health-and-safety/</a></p> <p><b>Society</b></p> <p>Universal Declaration of Human Rights <a href="http://www.un.org/en/universal-declaration-human-rights/">http://www.un.org/en/universal-declaration-human-rights/</a></p> <p>UN Sustainable Development Goals (UNSDGs) <a href="http://www.un.org/sustainabledevelopment/sustainable-development-goals/">http://www.un.org/sustainabledevelopment/sustainable-development-goals/</a></p> <p>Voluntary Principles on Security and Human Rights <a href="http://www.voluntaryprinciples.org/">http://www.voluntaryprinciples.org/</a></p> <p>ISO26000 guidance on how businesses and organisations can operate in a socially responsible way <a href="https://www.iso.org/iso-26000-social-responsibility.html">https://www.iso.org/iso-26000-social-responsibility.html</a></p> <p><b>Environment</b></p> <p>OSPAR a mechanism that protects and conserves ecosystems and biodiversity through management of human activities, guided by an ecosystem approach. <a href="https://www.ospar.org/">https://www.ospar.org/</a></p> <p>ISO14001 a framework to set up an effective environmental management system <a href="https://www.iso.org/iso-14001-environmental-management.html">https://www.iso.org/iso-14001-environmental-management.html</a></p>	

GRI Standard	Indicator	Location and/or information	Omission																																		
	102-13	<div>Memberships of industry or other associations, and national or international advocacy organisations.</div> <table><tr><th>Stakeholder</th><th>Key interests</th></tr><tr><td>UN Global Compact</td><td>The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with <u>10 universally accepted principles</u> in the areas of human rights, labour, environment and anti-corruption.</td></tr><tr><td>Extractive Industries Transparency Initiative (EITI)</td><td>The EITI is a global coalition of governments, companies and civil societies working together to improve openness and accountable management of revenues from natural resources.</td></tr><tr><td>EITI – Senegal</td><td>The Senegalese Government announced its decision to join the EITI in 2012 and submitted its application in July 2013. The EITI board approved Senegal's EITI Candidature status on 17 October 2013.</td></tr><tr><td>International Association of Oil &amp; Gas Producers (IOGP)</td><td>IOGP is a global forum in which members identify and share best practices to achieve improvements in every aspect of health, safety, the environment, security, social responsibility, engineering and operations. It was relaunched and rebranded as IOGP on its 40th anniversary in 2014.</td></tr><tr><td>Norwegian Oil and Gas Association (Norsk olje og gass)</td><td>Representative body for operators in Norway, with multiple sub-committees and work groups.</td></tr><tr><td>Irish Offshore Operators' Association (IOOA)</td><td>Representative organisation for the Irish offshore oil and gas industry. Its members are companies licensed by the Government to explore for, and produce, oil and gas in Irish waters.</td></tr><tr><td>Oil &amp; Gas UK (O&amp;GUK)</td><td>Representative body for oil companies and contractors in the UK, with multiple sub-committees, work groups etc.</td></tr><tr><td>Oil Spill Response Ltd (OSRL)</td><td>Industry-owned cooperative that exists to respond effectively to oil spills wherever in the world they may occur. Its membership consists of over 160 environmentally responsible corporations. Supplementary membership of Subsea Well Intervention Services (SWIS), which includes Capping Stack System (CSS), Subsea Incident Response Toolkit (SIRT) and the global dispersant stockpile.</td></tr><tr><td>West and Central Africa Aerial Spraying and Surveillance Services (WACAF)</td><td>Provides supplementary and extended oil spill response services (Tier 2) along parts of West Africa including Senegal. Cairn was a member only whilst carrying out drilling operations off the shore of Senegal.</td></tr><tr><td>The Offshore Pollution Liability Association Ltd (OPOL)</td><td>All offshore operators currently active in exploration and production on the UK Continental Shelf (UKCS) are party to a voluntary oil pollution compensation scheme known as <u>OPOL</u>.</td></tr><tr><td>UK Oil &amp; Gas Independents' Association (OGIA)</td><td>The Oil and Gas Independents' Association is a self-help group of 34 oil companies active in the UKCS.</td></tr><tr><td>Association of British Independent Oil and Gas Exploration Companies (BRINDEX)</td><td>BRINDEX seeks to promote the role played by British independent exploration and production (E&amp;P) companies in maintaining a powerful and effective UK-based oil and gas industry.</td></tr><tr><td>UK Oil Industry Taxation Committee (UKOITC)</td><td>Represents tax professionals working in the UK oil and gas industry, and the accounting and legal professions.</td></tr><tr><td>Oil Industry Finance Association (OIFA)</td><td>Purpose is to discuss joint venture accounting issues of the UK's upstream oil and gas activities.</td></tr><tr><td>Oil Industry Accounting Committee (OIAC)</td><td>Focal point for UK upstream oil and gas companies in relation to all financial reporting matters.</td></tr><tr><td>Chartered Association of Corporate Treasurers</td><td>Latest practice information, news and best practice. Networking.</td></tr></table>	Stakeholder	Key interests	UN Global Compact	The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with <u>10 universally accepted principles</u> in the areas of human rights, labour, environment and anti-corruption.	Extractive Industries Transparency Initiative (EITI)	The EITI is a global coalition of governments, companies and civil societies working together to improve openness and accountable management of revenues from natural resources.	EITI – Senegal	The Senegalese Government announced its decision to join the EITI in 2012 and submitted its application in July 2013. The EITI board approved Senegal's EITI Candidature status on 17 October 2013.	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## Strategy

GRI 102: General Disclosures	102-14	Statement from senior decision-maker	AR 2017: CEO's review, p12–17	
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GRI Standard	Indicator	Location and/or information	Omission																								
Ethics and integrity																											
GRI 102: General Disclosures	102-16	Values, principles, standards, and norms of behavior	CR Report 2017: Approach, p6–9																								
Governance																											
GRI 102: General Disclosures	102-18	Governance structure	CR Report 2017: Approach, p6–7																								
Stakeholder engagement																											
GRI 102: General Disclosures	102-40	List of stakeholder groups	CR Report 2017: Key issue identification: Stakeholder engagement in 2017, p12																								
	102-41	Collective bargaining agreements	CR Report 2017: Society and communities: Protecting our employees, p47																								
	102-42	Identifying and selecting stakeholders	CR Report 2017: Key issue identification: Stakeholder engagement in 2017, p12																								
	102-43	Approach to stakeholder engagement	<div>Engagement activities in 2017</div> <table><tr><th>Stakeholder</th><th>Key interests</th><th>Engagement activities</th></tr><tr><td>Investors</td><td>Strategy and performance Good corporate governance</td><td>External reporting Investor road shows Response to enquiries Operational updates</td></tr><tr><td>Governments and regulators</td><td>Legal compliance Major accident prevention Employment and revenue generation</td><td>External reporting Permit applications Compliance monitoring Knowledge sharing Industry workshops EITI Multi-stakeholder Group in Senegal</td></tr><tr><td>Business partners and peers</td><td>CR policies and approach Industry reputation</td><td>External reporting New business due diligence Partner meetings Membership of and participation in industry bodies Development of collaborative industry projects in Senegal</td></tr><tr><td>Contractors and suppliers</td><td>Long-term relationships Opportunities for growth Meeting CR standards and other business requirements</td><td>External reporting Commercial relationships Senior executive meetings Training, briefings and supervision</td></tr><tr><td>Communities</td><td>Access to employment opportunities Protection of environment and livelihoods Community development</td><td>External reporting Consultation meetings Grievance mechanism Social-investment programmes</td></tr><tr><td>NGOs</td><td>Approach to CR issues Working in frontier locations Major accident prevention</td><td>External reporting Responses to written enquiries Social investment partnerships</td></tr><tr><td>Employees</td><td>Remuneration and benefits Opportunity for development Company strategy &amp; culture Safe and fair working environment</td><td>Performance and development reviews Staff meetings Executive Team coffee and chat sessions Office HSES Committee Intranet and other internal communications 'Lunch and Learn' sessions</td></tr></table>	Stakeholder	Key interests	Engagement activities	Investors	Strategy and performance Good corporate governance	External reporting Investor road shows Response to enquiries Operational updates	Governments and regulators	Legal compliance Major accident prevention Employment and revenue generation	External reporting Permit applications Compliance monitoring Knowledge sharing Industry workshops EITI Multi-stakeholder Group in Senegal	Business partners and peers	CR policies and approach Industry reputation	External reporting New business due diligence Partner meetings Membership of and participation in industry bodies Development of collaborative industry projects in Senegal	Contractors and suppliers	Long-term relationships Opportunities for growth Meeting CR standards and other business requirements	External reporting Commercial relationships Senior executive meetings Training, briefings and supervision	Communities	Access to employment opportunities Protection of environment and livelihoods Community development	External reporting Consultation meetings Grievance mechanism Social-investment programmes	NGOs	Approach to CR issues Working in frontier locations Major accident prevention	External reporting Responses to written enquiries Social investment partnerships	Employees	Remuneration and benefits Opportunity for development Company strategy & culture Safe and fair working environment	Performance and development reviews Staff meetings Executive Team coffee and chat sessions Office HSES Committee Intranet and other internal communications 'Lunch and Learn' sessions
Stakeholder	Key interests	Engagement activities																									
Investors	Strategy and performance Good corporate governance	External reporting Investor road shows Response to enquiries Operational updates																									
Governments and regulators	Legal compliance Major accident prevention Employment and revenue generation	External reporting Permit applications Compliance monitoring Knowledge sharing Industry workshops EITI Multi-stakeholder Group in Senegal																									
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	102-44	Key topics and concerns raised	CR Report 2017: Key issue identification: Stakeholder engagement in 2017, p12																								



GRI Standard	Indicator	Location and/or information	Omission
<b>Reporting practice</b>			
GRI 102: General Disclosures	102-45	Entities included in the consolidated financial statements	AR 2017, p138–142
	102-46	Defining report content and topic boundaries	CR Report 2017: Key issue identification, p11 CR Report 2017: About this report, p80
	102-47	List of material topics	CR Report 2017: Key issue identification: Materiality assessment results 2017, p15–16
	102-48	Restatements of information	CR 2017 Data Appendix: Environment, p22
	102-49	Changes in reporting	CR Report 2017: Key issue identification: Materiality assessment results 2017, p15–16
	102-50	Reporting period	Our reporting period is from 1 January to 31 December.
	102-51	Date of most recent report	2017 online report was launched April 2017.
	102-52	Reporting cycle	We report annually
	102-53	Contact point for questions regarding the report	<a href="https://www.cairnenergy.com/working-responsibly/contact-corporate-responsibility/">https://www.cairnenergy.com/working-responsibly/contact-corporate-responsibility/</a>
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
	102-55	GRI content index	<a href="https://www.cairnenergy.com/media/2203/gri-index.pdf">https://www.cairnenergy.com/media/2203/gri-index.pdf</a>
	102-56	External assurance	Limited assurance of our 2017 GHG data (Scopes 1, 2 and 3 and normalised) has been provided independently by RPS. CR Report 2017: About this report, p81

GRI Standard	Indicator	Location and/or information	Omission
<b>Material topics</b>			
<b>ECONOMIC</b>			
<b>Economic performance</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: not material.
	103-2	The management approach and its components	AR 2017: Strategic Report, p4–79 CR Report 2017: Business relationships: Economics and funding, p20–25
	103-3	Evaluation of the management approach	Management approach is evaluated throughout the year in a number of forums. Routine performance updates on operational and CR Objectives are given at management team (MT) meetings. MT holds Quarterly Performance Review (QPR) meetings including management performance, with a review of risk registers. Issues may also be raised with the Senior Leadership Team (SLT). CR performance is summarised and submitted to each Board meeting. Board has a risk meeting annually and also validates risk appetite. A CR presentation is also given annually to the Board. An audit of the Corporate Responsibility Management System (CRMS) application is performed annually. OSPAR and other internal audit in alternate years. CR Report 2017: Business relationships: Economics and funding, p20–26 CR Report 2017: Society and communities: Social and economic benefit, p36–39
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	AR 2017: Financial statements, p139–140 CR Report 2017: Society and communities: Social and economic benefit, p36–39 CR 2017 Data Appendix: Society and community, p8
	201-2	Financial implications and other risks and opportunities due to climate change	AR 2017: Developing a new oil frontier, p24–29 AR 2017: How we manage risk, p40–48 CR Report 2017: Business relationships: Ethics, ABC (anti-bribery and corruption) and transparency, p31–35 CR Report 2017: Environment: Climate change, emissions and discharges, p67–79 Our operated emissions are periodic for exploration and have no significant bearing on business costs short term. Impact on development costs are considered as part of the commerciality of any field depending upon circumstance. We do not use an internal cost of carbon at this time, on the basis it is not material in development costs in the first instance. Commercial considerations such as recoverability, proximity to infrastructure, minimum economic field size (MEFS) etc tend to outweigh carbon cost. Other uncertainties are likely to have a greater influence, such as the price of oil and status in countries in which we operate. We keep this under review as part of our investment process and flag issue for commercial assessment as appropriate.

GRI Standard	Indicator	Location and/or information	Omission
<b>Market presence</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification: p11–19 Boundary: internal: not material; external: all suppliers and contractors.
	103-2	The management approach and its components	CR Report 2017: People, safety and security: Equality and diversity, p65–66
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 202: Market Presence	202-2	Proportion of senior management hired from the local community	CR Report 2017: People, safety and security: Equality and diversity, p66 CR 2017 Data Appendix: Society and community, p8
<b>Indirect economic impacts</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: local communities.
	103-2	The management approach and its components	Management approach is evaluated throughout the year in a number of forums. Routine performance updates on operational and CR Objectives at MT meetings. MT holds QPR meetings including management performance, with a review of risk registers. Issues may also be raised with SLT. CR performance is summarised and submitted to each Board meeting. Board has a risk meeting annually and also validates risk appetite. A CR presentation is also given annually to the Board. An audit of CRMS application is performed annually OSPAR and other internal audit in alternate years. CR Report 2017: Business relationships: Economics and funding, p20–26 CR Report 2017: Society and communities: Social and economic benefit, p36–39
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 203: Indirect Economic Impacts	203-2	Significant indirect economic impacts	CR Report 2017: Society and communities: Social and economic benefit, p36–39 CR Report 2017: Society and communities: Communities, p41–42 CR 2017 Data Appendix: Society and community, p8
<b>Procurement practices</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: not material; external: all suppliers and contractors.
	103-2	The management approach and its components	CR Report 2017: Business relationships: Contractors and supply chain, p26–31
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	CR Report 2017: Business relationships: Contractors and supply chain, p26–31 CR 2017 Data Appendix: Business relationships, p3
	Custom	Number of contractors	CR 2017 Data Appendix: People: Equality and diversity, p15
	Custom	% of contractors that are national	CR 2017 Data Appendix: People: Equality and diversity, p16



GRI Standard	Indicator	Location and/or information	Omission
<b>Anti-corruption</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: joint venture (JV) partners, contractors, suppliers.
	103-2	The management approach and its components	CR Report 2017: Business relationships: Ethics, ABC (anti-bribery and corruption) and transparency, p31–35
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	AR 2017: How we manage risk, p40–48 CR Report 2017: Business relationships: Ethics, ABC (anti-bribery and corruption) and transparency, p31–35 CR 2017 Data Appendix: Ethics, anti-bribery and corruption and transparency, p4
	205-2	Communication and training about anti-corruption policies and procedures	CR Report 2017: Business relationships: Ethics, ABC (anti-bribery and corruption) and transparency, p31–35 CR 2017 Data Appendix: Ethics, anti-bribery and corruption and transparency, p4–5
<b>Anti-competitive behavior</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: joint venture (JV) partners, contractors, suppliers.
	103-2	The management approach and its components	CR Report 2017: Business relationships: Ethics, ABC (anti-bribery and corruption) and transparency, p31–35
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	CR 2017 Data Appendix: Business relationships, p3
<b>ENVIRONMENTAL</b>			
<b>Energy</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn operated sites; external: contractors (rig, vessels, road vehicles and aircraft).
	103-2	The management approach and its components	CR Report 2017: Environment: Resource use, p78–79
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 302: Energy	302-1	Energy consumption within the organization	CR Report 2017: Environment: Resource use, p78 CR 2017 Data Appendix: Environment, p28–29

GRI Standard	Indicator	Location and/or information	Omission
<b>Water</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn operated sites; external: contractors (rig, vessels and aircraft).
	103-2	The management approach and its components	CR Report 2017: Environment: Resource use, p78–79
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 303: Water	303-1	Water withdrawal by source	CR Report 2017: Environment: Resource use, p72 CR 2017 Data Appendix: Environment, p29
<b>Biodiversity</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn operated and non-operated sites (indicator depending); external: areas potentially affected by our activities outside our operated and non-operated sites.
	103-2	The management approach and its components	CR Report 2017: Environment: Biodiversity, p75–77
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	CR 2017 Data Appendix: Biodiversity, p30–31
	304-2	Significant impacts of activities, products, and services on biodiversity	CR 2017 Data Appendix: Biodiversity, p37
	304-3	Habitats protected or restored	CR 2017 Data Appendix: Biodiversity, p38–39
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	CR 2017 Data Appendix: Biodiversity, p40
	OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored	CR 2017 Data Appendix: Biodiversity, p40

GRI Standard	Indicator	Location and/or information	Omission
<b>Emissions</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn operated sites; external: contractors (rig, vessels, road vehicles and aircraft).
	103-2	The management approach and its components	CR Report 2017: Environment: Climate change, emissions and discharges, p67–75
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	CR Report 2017: Environment: Our GHG emissions, p71 CR 2017 Data Appendix: Environment, p22–26
	305-2	Energy indirect (Scope 2) GHG emissions	CR Report 2017: Environment: Our GHG emissions, p71 CR 2017 Data Appendix: Environment, p22–26
	305-3	Other indirect (Scope 3) GHG emissions	CR Report 2017: Environment: Our GHG emissions, p71 CR 2017 Data Appendix: Environment, p22–26
	305-4	GHG emissions intensity	CR Report 2017: Environment: Our GHG emissions, p71 CR 2017 Data Appendix: Environment, p22–26
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	CR 2017 Data Appendix: Environment, p22–26
<b>Effluents and waste</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn operated sites; external: contractors (rig, vessels, road vehicles and aircraft).
	103-2	The management approach and its components	CR Report 2017: Environment: Climate change, emissions and discharges, p67–75 CR Report 2017: People, safety and security: Exposure to chemical and other biological agents, p57
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 306: Effluents and Waste	306-2	Waste by type and disposal method	CR Report 2017: Environment: Emissions, discharges, and wastes, p72 Cairn CR 2017 Data Appendix: Environment: Discharges, p26–27
	306-3	Significant spills	CR Report 2017: People, safety and security: Measuring performance, p54 Cairn CR 2017 Data Appendix: People, p10

GRI Standard	Indicator	Location and/or information	Omission
<b>Environmental compliance</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn operated sites; external: contractors as covered by environmental permits.
	103-2	The management approach and its components	CR Report 2017: Environment, p67–79 CR Report 2017: People, safety and security: Prevention of major accidents, p50
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	CR Report 2017: Environment, p67–79 CR 2017 Data Appendix: Environment, p29
<b>Supplier environmental assessment</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn operated sites; external: contractors as covered by environmental permits.
	103-2	The management approach and its components	CR Report 2017: Business relationships: Contractors and supply chain, p20–36
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	CR Report 2017: Business relationships: Contractors and supply chain, p3
<b>SOCIAL</b>			
<b>Employment</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: not material; external: all suppliers and contractors.
	103-2	The management approach and its components	CR Report 2017: Society and communities: Human rights, p43–48 CR Report 2017: People, safety and security: Employees, p62–64
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 401: Employment	401-1	New employee hires and employee turnover	CR 2017 Data Appendix: People: Equality and diversity, p20–21
	401-3	Parental leave	CR 2017 Data Appendix: People: Equality and diversity, p21
	Custom	Number of employees	CR 2017 Data Appendix: People: Equality and diversity, p16–17
	Custom	% of employees that are expatriate	CR 2017 Data Appendix: People: Equality and diversity, p18–19

GRI Standard	Indicator	Location and/or information	Omission
<b>Occupational health and safety</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn employees; external: onsite contractors.
	103-2	The management approach and its components	CR Report 2017: People, safety and security: Occupational safety, health and well-being, p54–58
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 403: Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	CR 2017 Data Appendix: People, safety and security: Occupational safety, health and well-being, p10–14
	403-3	Workers with high incidence or high risk of diseases related to their occupation	We risk assess health threats in all locations we visit or have a presence. No incidence of reportable disease or health issue in 2017. We continued to provide traveller advice on malaria and other endemic diseases presenting potential risks to our personnel.
	OG13	Number of process safety events, by business activity	CR 2017 Data Appendix: People, safety and security: Occupational safety, health and well-being, p12 No process safety events took place during the reporting period.
<b>Training and education</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn employees; external: covered in supplier assessment for labour practices.
	103-2	The management approach and its components	CR Report 2017: People, safety and security: Employees, p62–65
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 404: Training and Education	404-1	Average hours of training per year per employee	CR 2017 Data Appendix: People, safety and security: Employees, p14–15
	404-3	Percentage of employees receiving regular performance and career development reviews	CR 2017 Data Appendix: People, safety and security: Employees, p14–15

GRI Standard	Indicator	Location and/or information	Omission
<b>Diversity and equal opportunity</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn employees; external: contractors.
	103-2	The management approach and its components	CR Report 2017: People, safety and security: Equality and diversity, p65–67
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	CR 2017 Data Appendix: Business relationships: Corporate governance, p7 CR 2017 Data Appendix: People, safety and security: Equality and diversity, p15–19
<b>Non-discrimination</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: not material.
	103-2	The management approach and its components	CR Report 2017: Society and communities: Human rights, p43–48
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	CR Report 2017: Society and community: Addressing grievances, p48 Cairn CR 2017 Data Appendix: Society and community, p9
<b>Freedom of association and collective bargaining</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: not material.
	103-2	The management approach and its components	CR Report 2017: Society and communities: Human rights, p43–48
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	CR Report 2017: Society and communities: Human rights: Protecting our employees, p47



GRI Standard	Indicator	Location and/or information	Omission
<b>Forced or compulsory labor</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: all contractors and suppliers.	
	103-2	The management approach and its components CR Report 2017: Approach: Creating value, p9–10 CR Report 2017: Society and communities: Human rights, p43–48 CR Report 2017: Business relationships: Contractors and supply chain, p26–30	
	103-3	Evaluation of the management approach See 103-3 under Economic performance, above.	
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor CR Report 2017: Society and communities: Human rights, p43–48 CR Report 2017: Business relationships: Contractors and supply chain, p26–30	
<b>Security practices</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: JV partners, contractors, suppliers.	
	103-2	The management approach and its components CR Report 2017: People, safety and security: Security, p59–61	
	103-3	Evaluation of the management approach See 103-3 under Economic performance, above.	
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures CR 2017 Data Appendix: People: Security, p14	
<b>Rights of indigenous peoples</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: local communities.	
	103-2	The management approach and its components CR Report 2017: Society and communities: Human rights, p43–48	
	103-3	Evaluation of the management approach See 103-3 under Economic performance, above.	
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples CR Report 2017: Society and communities: Human rights: Protecting communities, p47	

GRI Standard	Indicator	Location and/or information	Omission
<b>Human rights assessment</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: JV partners, contractors, suppliers.
	103-2	The management approach and its components	CR Report 2017: Society and communities: Human rights, p43–48
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 412: Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	CR 2017 Data Appendix: Society and communities: Human rights, p9
<b>Local communities</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn operated sites; external: local communities.
	103-2	The management approach and its components	CR Report 2017: Business relationships: Our Senegal region, p25 CR Report 2017: Society and communities: Communities, p41–42 CR Report 2017: Society and communities: Human rights, p43–48
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	CR Report 2017: Society and communities: Communities, p41–43 CR Report 2017: Society and communities: Human rights, p43–48 CR 2017 Data Appendix: Society and communities: Human rights, p8–9
<b>Supplier social assessment</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: all suppliers and contractors.
	103-2	The management approach and its components	CR Report 2017: Society and communities: Human rights, p43–48 CR Report 2017: Business relationships: Contractors and supply chain, p26–30
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	CR 2017 Data Appendix: Business relationships: Contractors and supply chain, p3

GRI Standard	Indicator	Location and/or information	Omission
<b>Public policy</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: Cairn organisation; external: local governments.
	103-2	The management approach and its components	Business relationships: Payments to government, p34
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 415: Public Policy	415-1	Political contributions	CR 2017 Data Appendix: Business relationships: Transparency, p6 No political contributions have been made in the reporting year.
<b>Socioeconomic compliance</b>			
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundaries	CR Report 2017: Key issue identification, p11–19 Boundary: internal: all Cairn operated sites; external: not material.
	103-2	The management approach and its components	AR 2017: Strategic Report: Business relationships, p56–58 CR Report 2017: Approach: Compliance, p8 CR Report 2017: Business relationships: Ethics, ABC (anti-bribery and corruption) and transparency, p31–35
	103-3	Evaluation of the management approach	See 103-3 under Economic performance, above.
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	CR 2017 Data Appendix: Business relationships: Transparency, p6–7

# UN Global Compact



Our [Corporate Responsibility Report 2017](#) presents the annual Communication on Progress on our performance against the UNGC Principles as part of that commitment.

## Statement of continued support to the UNGC – CR Report 2017: CEO Statement, p4

		Responsibility section links
<b>Human rights</b>		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	CR Report 2017: Frameworks and standards, p6–8 CR Report 2017: Creating value, p9–10 CR Report 2017: Human rights, p43–48
Principle 2	make sure that they are not complicit in human rights abuses.	CR Report 2017: Contractors and supply chain, p26–30 CR Report 2017: Ethics, ABC (anti-bribery and corruption) and transparency, p31–35 CR Report 2017: Human rights, p43–48
<b>Labour standards</b>		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	CR Report 2017: Frameworks and standards, p6–8 CR Report 2017: Creating value, p9–10 CR Report 2017: Major accident prevention and safety, p49–55 CR Report 2017: Health and well-being, p56–58
Principle 4	the elimination of all forms of forced and compulsory labour;	CR Report 2017: Frameworks and standards, p6–8 CR Report 2017: Creating value, p9–10 CR Report 2017: Human rights, p43–48
Principle 5	the effective abolition of child labour; and	CR Report 2017: Frameworks and standards, p6–8 CR Report 2017: Creating value, p9–10 CR Report 2017: Human rights, p43–48
Principle 6	the elimination of discrimination in respect of employment and occupation.	CR Report 2017: Ethics, ABC (anti-bribery and corruption) and transparency, p31–35 CR Report 2017: Equality and diversity, p65–66

		Responsibility section links
<b>Environment</b>		
Principle 7	Businesses should support a precautionary approach to environmental challenges;	CR Report 2017: Frameworks and standards, p6–8 CR Report 2017: Creating value, p9–10 CR Report 2017: Environment, p67–79
Principle 8	undertake initiatives to promote greater environmental responsibility; and	CR Report 2017: Environment, p67–79 CR Report 2017: Social and economic benefit and Communities, p36–42
Principle 9	encourage the development and diffusion of environmentally friendly technologies.	CR Report 2017: Climate change, emissions and discharges, p67–74
<b>Anti-corruption</b>		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	CR Report 2017: Frameworks and standards, p6–8 CR Report 2017: Creating value, p9–10 CR Report 2017: Ethics, ABC (anti-bribery and corruption) and transparency, p31–35