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**DNO ASA**  
CORPORATE SOCIAL  
RESPONSIBILITY HIGHLIGHTS  
**2014**

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# Corporate social responsibility highlights 2014

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## Corporate social responsibility vision

Corporate social responsibility starts with identifying, understanding and addressing the needs of all key stakeholders. Wherever we operate, we make a concerted effort to maintain mutually beneficial relationships with these stakeholders, accomplished through open dialogue and efforts to balance stakeholder interests with our own. Key stakeholders include shareholders, host governments, partners, employees, local communities, contractors, suppliers and customers. In addition to stakeholder interests, the safety and security of our people and operations, a light environmental footprint and zero tolerance for corruption are essential to DNO's success as a responsible global operator.

## Social impact

DNO is committed to contributing to the development of local communities, with a focus on education. In 2014, the first fellowship was granted under a program established by DNO at the Harvard Kennedy School in support of mid-career graduate students from the countries in which we operate. The Harvard Kennedy School created the Middle East-North Africa Graduate Fellowship Fund underwritten by a USD 1 million gift from DNO in April 2014, for which the first recipient was Yemeni. In the Kurdistan region of Iraq, we built a new intermediate school in the Dohuk governorate in 2014. In 2015, we plan to renovate an elementary school and provide higher educational support at a university in Zakho. Our social impact also takes the form of capacity building through recruitment and training of nationals, as well as through use of local contractors. In all key areas of operation, we work with local companies who provide services ranging from inspections and maintenance support; supplies of food, material, and equipment; and waste collection and disposal.

## Environment

DNO relies on its Health, Safety, Security and Environment (HSSE) Policy to manage the integrity of our operations in a responsible, efficient and effective manner. In 2014 we developed a revised HSSE policy to increase awareness of the impact of our activities on local communities.

## People

People are DNO's most important resource. We are more than a thousand men and women representing 40 nationalities working together to build DNO's position as a leading independent exploration and production company. We are Norway's oldest oil company; at the same time, we are very much a Middle Eastern and North African company in terms of our portfolio and our ownership. We celebrate diversity in the DNO family in nationality, gender, culture, religion and age and do not discriminate in our recruitment process or otherwise in the workplace.

## Anti-corruption

DNO has a policy of zero tolerance for bribery, corruption and other illegal business conduct. Zero. Our Code of Conduct and Anti-Corruption Policy documents set out ethical standards and contain strict adherence guidelines with respect to partners, corporate transactions, recruitment, donations and community investments. Internal procedures and compliance safeguards provide training, monitoring and implementation aimed at preventing anyone working for DNO, or acting on DNO's behalf, from engaging in any form of illegal – or disallowed – business conduct.