OUR POLICY

PREAMBLE

To achieve the collective goals Apache was incorporated to pursue, and to enhance the many other benefits its existence makes possible, Apache values and supports honest, fair, dignified, and equal treatment of all human beings for whom its operations create opportunities. We will conduct responsible global operations with broad, commonly recognized, and stable respect for human beings and the governmental structures and cultural norms that protect them.

Apache's approach to human rights parallels that laid out by John Ruggie in both his 2008 report and the subsequent UN Framework and Guiding Principles of 2011 which acknowledge the duty of governments to protect human rights and the responsibility of corporations to respect them.

In addition, Apache uses the strengths it enjoys as a stable, revenue-generating, tax-paying, long-term-focused global employer to enhance governments' effectiveness in carrying out their obligations.

- Apache's treatment of its own employees, many of whom are citizens of non-US host countries, and its interactions with local contractors, suppliers, stakeholders, and residents set important examples that can raise standards for people in local communities and reinforce governmental initiatives more generally.

- Apache's provision of expertise and financial support for a variety of human-rights-related governmental and quasi-governmental programs builds capacity for local and country-wide governments to protect and enhance human rights and dignity.

- Apache's creation and management of education, training, professional development, human resources, compliance, reporting, and environmental, health, and safety processes and programs comprise the practical framework that makes aspirational statements about human rights a reality and that supplement related governmental programs.

Apache's approach to human rights is human-focused and always evolving. Our approaches and actions vary by region and by opportunity. We continually reach out to others to listen and learn. Apache is not convinced that the values of formulaic, sign-on, or certification-based approaches outweigh their risks. Because we do, however, want to make clear how core human rights are to our values and operations, we wish to share the following—our official human rights principles—which benefit greatly from our interactions with our stakeholders, interactions which, themselves, serve as an example of the reality of our commitment.

PRINCIPLES

Principle 1 Support for human rights

Apache manages its operations globally to reflect its support and respect for the importance of the protection and advancement of human rights. Apache manages its interactions with its stakeholders, including its employees, customers, contractors, partners, and communities to reflect its commitment to human rights.

Principle 2 Assessment of human-rights-related risks

Apache assesses the human-rights-related risks in each of its countries of operations, including political and security risks, the risks presented by government-sponsored corrupt or illegal behavior, and the challenges created by country-wide or local-community-based requirements or conditions. Assessments of these risks are shared with responsible personnel including, as relevant, at company headquarters, at regional headquarters and with suppliers or other stakeholders.

Principle 3 Avoiding complicity in violations

Apache maintains and regularly assesses its policies, principles, and practices designed to ensure it conducts its operations legally and ethically and so as to avoid the creation or exacerbation of human rights violations. Apache regularly seeks input from stakeholders as it continues to develop and assess these policies, principles, and practices.

Principle 4 Training

Apache trains its personnel and manages its relationships with contractors, suppliers, and other stakeholders to optimize sensitivity to human rights issues relevant to its operations and enable prompt and appropriate responses to situations that may adversely affect the human rights of people affected by its operations.

Principle 5 Monitoring

Apache monitors the human rights effects of its activities and uses this information to review and assess its policies, principles, and practices and to build capacity for the prevention of human rights violations. Where appropriate, Apache takes remedial or mitigating actions to address human rights concerns or violations.

Principle 6 Reporting

Apache communicates its human-rights-related principles and practices to stakeholders in a variety of written and oral formats. Apache responds to shareholder correspondence raising human-rights-related questions or requests, and regularly uses external input to improve its practices and make its disclosures more robust and relevant.