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# Nexen Human Rights Policy

<b>Policy Number:</b>	A105
<b>Approval Date</b>	July 4, 2001
<b>Last Revised:</b>	March 28, 2003
<b>Approved By:</b>	Charles Fischer, President & Chief Executive Officer

## PROMOTION AND PROTECTION OF HUMAN RIGHTS

Nexen Inc.'s policy is based on support for the United Nations Universal Declaration of Human Rights and is committed to promoting respect for internationally recognized human rights within its sphere of influence, including:

- the right to life;
- the right to legal recognition as a person;
- freedom of thought, conscience and religion;
- freedom of opinion and expression;
- freedom from torture;
- freedom from cruel, inhumane or degrading treatment;
- freedom from slavery or servitude; and
- freedom from retroactive penal legislation.

Nexen Inc. is committed to establishing procedures to ensure that all business decisions and operations are examined for their potential impact on human rights and to establishing safeguards to ensure the Company and its employees are never complicit in human rights abuses. Within its sphere of influence, the Company will seek to raise human rights and rule of law problems that impact on its operations with the relevant government authorities. The Company will provide human rights training for its employees and officials.

## SECURITY AND HUMAN RIGHTS

Within its sphere of influence, Nexen Inc. will strive to ensure that its security arrangements for its operations around the world protect human rights and are consistent with international standards for normal security arrangements and law enforcement. Any security personnel employed or contracted must respect human rights and not include anyone who has been responsible for human rights violations, recognized as such under universally accepted international law standards. Security procedures will be consistent with the United Nation's Basic Principles on the Use of Firearms by Law Enforcement Officials. These procedures will include measures to prevent excessive force, as well as torture and cruel and inhumane or degrading treatment. Any human rights complaints about security personnel or procedures will be promptly and, where possible, independently investigated.

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## **COMMUNITIES AND HUMAN RIGHTS**

Within its sphere of influence, Nexen Inc. will strive to ensure that its operations do not impact negatively on the human rights of local communities. We will seek to do this by meaningful and transparent consultations with stakeholders who are or will be potentially affected by our operations. We will promote human rights in local communities by community development initiatives that advance the economic, social, cultural and civil rights of individuals in such communities, while respecting the culture and traditions of such communities.

## **HUMAN RIGHTS AND EMPLOYEES**

Nexen Inc. will ensure that its personnel policies and practices in its operations around the world will respect the following fundamental rights established by international law and practice:

- the right to a healthy and safe workplace;
- the right to freedom of association and where possible the right to collective bargaining;
- the right to non-discrimination in the workplace;
- the right to be free from cruel and unusual disciplinary practices;
- the prohibition of exploitative child labour; and
- the prohibition of forced labour and the avoidance of products produced by such labour.

Specifically, Nexen Inc. will ensure that its employment policies and practices prevent discrimination based on ethnic origin, gender, sexuality, colour, language, national or social origin, economic status, religion, political or other conscientiously held beliefs. This will extend to all areas of recruiting, marketing, remuneration, working conditions, customer relations and security arrangements.

## **THIRD PARTIES**

Nexen Inc. will strive to ensure its contractors, suppliers and partners will respect these fundamental standards of human rights through consultation, training or contractual requirements.

## **MONITORING**

Nexen Inc. will institute appropriate monitoring, auditing and disclosure mechanisms to ensure our accountability and demonstrate our compliance with this Human Rights policy.