

# SALAMANDER ENERGY PLC

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## Terms of Reference for the Corporate Social Responsibility Steering Committee

### Scope

The Committee's main areas of focus will be health, safety, environment (HSE), community relations, human rights and business ethics.

The Corporate Social Responsibility (CSR) Steering Committee is established as a Committee of the Chief Executive. The purpose of the Committee is to assist the Chief Executive of the Company in providing strategic leadership, direction and oversight and setting the policy on CSR and HSE.

### Objectives

- To review on an annual basis the Group's overall CSR strategy and policy and make recommendations to the CEO.
- To review on an annual basis, the Group's CSR and HSE Policy, and to consider whether any changes in the policies, standards, procedures and resources are desirable to meet the Company's CSR and HSE commitments and objectives.
- To consider external developments with respect to CSR and HSE and assist the CEO's oversight of the Group's compliance with any applicable legal and regulatory developments.
- To receive and review regular reports on the Group's CSR and HSE risk exposure and performance (including reports on CSR and HSE and community issues) and report to the CEO on the results of these reviews.
- To receive and review reports of exceptional CSR and HSE risks or events (including any major incidents and the outcome of the investigations into their causes) and report to the CEO on the results of these reviews.
- To review, once a year, its own performance to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the CEO for approval.
- To review from time to time the adequacy of these terms of reference and to report any proposed changes to the CEO for review and approval.

### Membership

The Salamander Energy CSR Steering Committee will be responsible for overseeing the implementation of Group CSR Policy. The committee shall comprise:

- Chief Executive Officer (Chairman)
- Chief Financial Officer
- Managing Director, Southeast Asia
- Country General Managers
- Regional General Counsel
- Head of Corporate Affairs
- Group HSE Manager

### Attendees

By invitation

### Secretary

Head of Corporate Affairs

### Quorum

5 members, at a minimum to include CEO, CFO, or MD, SE Asia; plus 2 Country Managers, plus either Head Corporate Affairs or Group HSE Manager.

### Frequency of meetings

At least twice a year and more frequently if required

### Agenda and papers

The agenda and papers shall be available on request to all members of the Board

### Reporting procedure

The Committee shall regularly report to the CEO on the matters discussed and the minutes of all meetings. The CEO shall keep the Board apprised of matters on an annual basis.

**Delegation**

Subject to any guidelines set from time to time by the CEO, and in accordance with relevant legal requirements and guidelines relating to CSR and HSE matters, the Committee may delegate any or all of its powers and authority as it thinks fit to any employee of the Company.

**Advisers**

The Committee may obtain, and determine the fees for, any outside legal or other independent professional advice, including the advice of independent consultants, as it considers necessary in connection with its duties and secure the attendance of external advisers at its meetings