



Corporate Social Responsibility Policy

Noble Energy promotes a culture of corporate social responsibility that respects the rights and safety of individuals, as well as the laws, environments and sustainability of the communities where we operate.

Recognizing that governments bear primary responsibility for protecting human rights, within our sphere of influence we share the goal of promoting respect for the rights set forth in the Universal Declaration of Human Rights. We are committed to provide security in a manner that is consistent with international human rights, and are guided in this effort by the Voluntary Principles on Security and Human Rights. We are committed to conducting our operations in a manner that protects the environment, as well as the health and safety of our employees and the public. We strive to comply with all applicable environmental, health and safety laws and regulations and apply reasonable standards where laws and regulations do not exist.

We abide by the principles articulated in the International Labor Organization's Declaration of Fundamental Principles and Rights at Work, including the prohibitions on forced labor, child labor and invidious discrimination in the workplace, as well as the recognition of the rights of freedom of association and collective bargaining. To that end, we promote a work environment of respect and trust and do not discriminate against employees or applicants for employment on account of any characteristic protected by applicable law. Our employees are expected to observe high standards of business and personal ethics, including honesty, integrity and fair dealing in interactions with all stakeholders.

We are committed to complying with the anti-bribery laws where we operate, the U.S. Foreign Corrupt Practices Act and have adopted a Policy Regarding Anti-Corruption and Sensitive Transactions. We support the objectives and processes established by the Extractive Industries Transparency Initiative.

We strive to be a positive force in the local communities in which we operate. We respect the cultural values and traditions of those communities, and actively engage with them as appropriate to assess the environmental and human rights impacts of our operations.

We encourage our business partners to share our commitment to corporate social responsibility.