

AGREEMENT BETWEEN
NOPEF/ICEM AND STATOIL
ON
**THE EXCHANGE OF INFORMATION AND THE DEVELOPMENT OF
GOOD WORKING PRACTISE WITHIN STATOIL WORLD WIDE OPERATIONS**

1 PREAMBLE

This agreement is set up by NOPEF (Norsk Olje og Petrokjemisk Fagforbund), as the central bargaining union for Statoil operations in Norway and NOPEF on behalf of ICEM (International Federation of Chemical, Energy, Mine and General Workers) which represents trade unions organising Statoil employees in the Company world wide and Statoil.

The purpose of the agreement is to create an open channel of information between NOPEF/ICEM and Statoil Management about industrial relations issues in order to continuously improve and develop good work practices in Statoil's world wide operations.

This agreement relates to all Statoil operations over which the company has direct control, i.e. Statoil is the operator.

Based on the Parties common recognition of fundamental human rights, and Statoil's own business guidelines and values (see appendix), the purpose is to monitor the practical application of the agreed principles and to discuss any improvements in the working practises or any positive contribution the Parties may make to economic and social progress. .

2 **INDUSTRIAL RELATIONS AND HSE ISSUES**

Statoil and NOPEF/ICEM affirm their support for fundamental human rights in the community and in the place of work.. Furthermore, the Parties recognise the importance of protecting safety, health and well-being at work, share the concern about the impact of exploitation which production and distribution may have upon the natural and human environment. This agreement is intended to ensure the best possible standards of protection for those employed in our business.

The respect of human rights includes:

- ◆ the right of every employee to be represented by a union of his or her own choice and the basic trade union rights as defined by ILO Convention 87 and 98. Statoil therefore agrees not to oppose efforts to unionise its employees
- ◆ to employ no forces or bonded labour as proscribed in the 11-0 Conventions 29 and 105
- ◆ to employ no child labour as proscribed by 11-0 Convention 138
- ◆ to exercise equality of opportunity and treatment in employment as required by ILO Conventions 100 and 111
- ◆ to pay fair wages and benefits according to good industry standards in the country concerned
- ◆ to provide a safe work environment, deploying common "best practise" standards

3 **IMPLEMENTATION**

3.1 Annual Meeting

Statoil and NOPEF/ICEM will arrange an annual meeting to review practise in the area of the agreed principles and follow up this Agreement. The purpose shall be to exchange opinions on current situations and try to jointly agree on actions that will further develop good working practises. In addition to the general industrial issues and HSE-matters, the following topics may be addressed:

- ◆ the economic and financial position of the company and the development of its business, major industrial and technological projects
- ◆ general corporate policy on employment / occupational health, safety and environmental issues affecting the company
- ◆ training matters issues affecting the exercise of trade union rights any other issues mutually agreed upon.

Participants at these annual meetings are 4-5 senior officials from NOPEF/ICEM and relevant managers from Statoil

3.2 **Local Industrial Relations practice**

The contact and information given between the Parties shall not replace or interfere with local industrial relations practise related to information, problem-solving and negotiations. The Parties respect the principle that industrial relations issues are best resolved as close as possible to the place of work.

3.3 **Training Programmes**

NOPEF/ICEM and Statoil will both contribute to specific training programmes. This will include appropriate training in health and environmental best practice set up by the Parties to train union delegates from countries where Statoil is the operator. It will also include Management training programmes within Statoil. In case of NOPEF/ICEM contribution to Statoil training programmes, costs may be covered by Statoil subject to agreement.

3.4 **Union delegates**

Statoil will refrain from dismissing or otherwise discriminating against union delegates identified as such by the Parties or employees providing information relevant to the observance and implementation of this Agreement. All union delegates must agree to respect the commercial confidentiality of information disclosed in the exercise of their duties.

Statoil will assist union delegates in the performance of their functions by making available relevant information and other agreed facilities. When it is necessary to take time off from work to perform these functions this will be agreed upon locally and may be given as paid time off within the frames of local agreements.

3.5 **Information**

NOPEF/ICEM will distribute copies of this Agreement to all its member unions that organise employees in Statoil companies around the world and will broadly publicise the existence of the Agreement and explain its implications to its unions in the Company.

Statoil will in the same manner distribute copies of this Agreement to all Statoil offices in local languages of the countries concerned and will inform local management of the existence and contents of this Agreement.

Any external information about this Agreement shall be mutually agreed by the Parties.

3.6 **Administration**

The President of NOPEF on behalf of ICEM and the Vice President Labour Relations in Statoil are responsible for the administration of this Agreement.

4 **DURATION AND EVALUATION**

The duration of this agreement is two years, after which this Agreement will be evaluated and may be prolonged for a new period.

Signed in Copenhagen, on 7 July 1998 by:

Lars Myrhe
NOPEF

Jostein Grasemyr
STATOIL

Vic Thorpe
ICEM