

# ABSOLUTE RESPECT



Modern Slavery Statement 2020

## About this report

*This modern slavery statement is prepared and issued by Oil Search Limited and has been approved by the Oil Search Board of Directors and signed by the Chairman and Managing Director on the 16th June 2021.*

Oil Search is pleased to publish its first Modern Slavery Statement ('Statement') in accordance with the Australian Commonwealth Modern Slavery Act 2018 (Act) covering the period 1 January 2020 to 31 December 2020 ('Reporting Period').

This statement has been prepared and issued by Oil Search Limited. All entities within the Oil Search Limited Group structure are covered by this Statement and Oil Search Limited is the only entity that has been identified as a reporting entity under the Act. See pages 15 - 17 for a full listing of the Oil Search Limited Group structure.

This statement was approved by the Board of Oil Search Limited on the 16 June, 2021.



**Richard Lee, AM**  
Chairman



**Keiran Wulff**  
Managing Director

For further information visit [oilsearch.com](http://oilsearch.com) under the [About Us](#) and [Our Business](#) sections or

## 2020 SUSTAINABILITY REPORTS

*Sustainability  
Report*

*Climate Resilience  
Addendum*

*Transparency  
Report*

*Basis of  
Preparation*

*Voluntary Principles  
Report*

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# OUR COMMITMENT

*Oil Search has a strong track record of partnering with communities, host governments and other key stakeholders to deliver enduring and tangible positive impacts.*

We are committed to a sustainable future as the preferred energy company for all stakeholders and in this role will deliver low cost, low greenhouse gas intensity, high value energy that meets society's needs. We will achieve this ambition through a disciplined three-phase strategy that has sustainability at the core of all decisions.

*Our three-phase strategy to meet that ambition*

## FOCUS

Optimise our capital efficiency and discipline, focusing on our core portfolio of assets, drive sustained low costs and lower breakeven cost of supply in our oil fields

## DELIVER

Deliver our Pikka project at a low breakeven cost of supply that meets Paris Agreement targets, achieve a sell-down of a minority stake in that project and commercialise Papua LNG

## EVOLVE

Set a platform to evolve, achieve full potential from Alaska and consider targeted complementary energy investments while maximising shareholder returns and free cash flow

Oil Search has an unwavering commitment to sustainability and being a responsible development partner, creating shared value for all stakeholders and delivering positive social and development outcomes. We respect and support the well-being, dignity and human rights of our employees and contractors, the communities in which we operate and those affected by our operations, including in our supply chain.

Oil Search is committed to applying the UN Guiding Principles on Business and Human Rights and the principles of the UN Global Compact in our practices and procedures, including those addressing responsible sourcing. This includes a zero tolerance for modern slavery, including all forms of forced, trafficked, compulsory or the 'worst forms of child labour'<sup>1</sup>.

We set expectations for how our businesses should conduct their activities at the Group level. These expectations are reflected in the Oil Search [Code of Conduct](#), and our suite of Board endorsed company policies and supporting procedures.

Each Oil Search employee and supplier is required to act in a safe and responsible manner that aligns with our Code of Conduct and the standards therein including human rights, integrity, personal safety, environmental protection and good governance and to manage risks accordingly.

For our suppliers, conducting their activities in a manner that respects human rights means:

- No forced or compulsory labour is used so that all work is freely chosen and access to employee documentation is not withheld
- All workers are of applicable legal age, to prevent the use of child labour
- Fair remuneration and work conditions for all workers

Aligned with our three-phase strategy to **Focus**, **Deliver** and **Evolve** the business, we have developed a roadmap for continuous improvement of responsible sourcing.

1. Based on the International Labor Organisation's definition of the 'worst forms of child labour' as work that deprives children of their childhood, their potential and their dignity. It is work that is mentally or physically dangerous and harmful to children and interferes with schooling. It does not include children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling, such as assisting in a family business outside school hours.



### Focus: 2020

In 2020 we focused on the categorisation and development of a risk-based approach and tool to assess our supply chain. The responsible sourcing risk tool draws on various external and internal data sources for modern slavery, social and environmental risks to identify potential high-risk categories and countries.

Oil Search also finalised its Responsible Sourcing Principles to inform engagement with our suppliers and partners around our responsible sourcing expectations in key areas:

- Compliance with laws, regulations and other obligations
- ‘Speak up’ culture
- Safety, health and security
- Labour and human rights
- Environment
- Sustainable development
- Ethics and integrity

### Deliver: 2021

In 2021, we plan to deliver:

- Our [Responsible Sourcing Principles and Human Rights Policy](#) to reinforce our responsible sourcing commitments
- Application and training on the responsible sourcing risk tool to our supply chain to identify potential high-risk suppliers across our operations and projects
- A Responsible Sourcing Standard that outlines our risk-base approach to:
  - Assessing and responding to risks
  - Continual performance improvement
  - Managing supplier worker grievances
  - Consultation with business partners
  - Communication and reporting performance
  - Resourcing, training and awareness

### Evolve: 2022+

As part of our continuous improvement cycle, we will continually assess and mitigate potential modern slavery risks and impacts in our operations and supply chain. We will also look for opportunities to work with our peers to undertake multi-stakeholder engagement to drive improvement in responsible sourcing practices in our industry supply chain. In 2022, we will commence a formal annual review process, as a part of completing the 2021 Modern Slavery Statement, to assess how well our ongoing responsible sourcing governance addresses evolving best practice and expectations relating to modern slavery.

# OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

*Oil Search is an energy company with projects in Papua New Guinea (PNG) and Alaska, United States of America. We have offices in Port Moresby, Sydney, Tokyo, Anchorage and Abu Dhabi.*

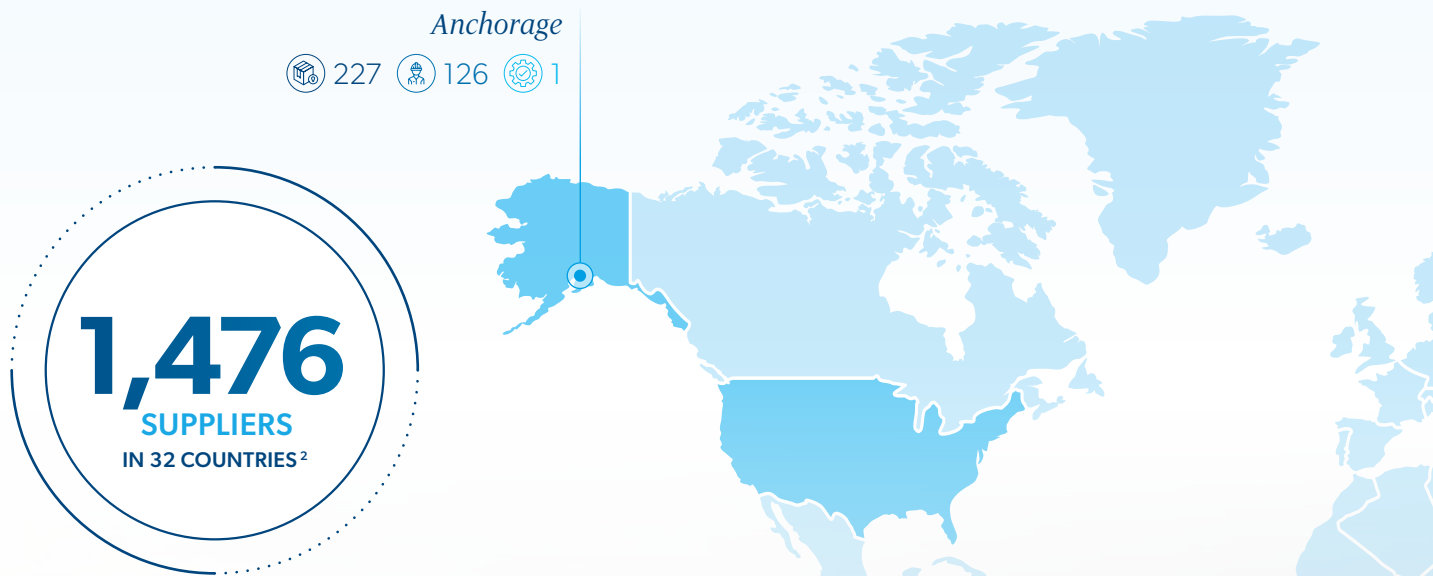
In 2020

**\$1,074**  
TOTAL REVENUE  
(USD MILLIONS)

**29**  
TOTAL NET ANNUAL  
PRODUCTION (MMBOE)

**\$565M**  
IN SPEND  
(USD MILLIONS)

**1,243<sup>3</sup>**  
TOTAL NUMBER OF  
EMPLOYEES



- NUMBER OF SUPPLIERS
- NUMBER OF EMPLOYEES
- OFFICES
- OPERATED PROJECTS<sup>1</sup>
- NON-OPERATED PROJECTS<sup>1</sup>

1 Operated and non-operated projects reflected in this map include the Pikka, PNG Biomass and Papua LNG Projects which have yet to be subject to a Final Investment Decision (FID).  
 2 611 suppliers based in Australia, 471 suppliers based in PNG, 227 suppliers in the USA and the remaining 167 suppliers drawn from the rest of the world, with < 4% of these suppliers based in countries assessed as high risk for modern slavery including Thailand, Singapore, Malaysia and the Philippines.  
 3 Employees engaged on a fixed-term contract (121) have not been included in the country by country employee data

In PNG, our production assets are in the Southern Highlands, Hela and Gulf provinces where we have operatorship of all of PNG's oilfields<sup>1</sup>. Oil Search also has exploration assets onshore and offshore in the Gulf of Papua. We are involved in several other activities in PNG, through the following group entities:

- Oil Search Power Holdings Limited – which operates Markham Valley PNG Biomass in the Morobe Province, a potential biomass energy project which is subject to a final investment decision
- Oil Search Foundation Limited - that acts as Trustee for the Oil Search Foundation Trust, a not for profit organisation established for charitable purposes in PNG (The Oil Search Foundation is covered by Oil Search policies, procedures and systems, including those relating to contracting, purchasing and human resources)
- Oil Search also has a 50% interest in NiuPower Limited and NiuEnergy Limited (NiuPower Limited operates a power generation project in Port Moresby, PNG)

In Alaska our assets are based in the North Slope of the state, where we have operatorship and a 51% interest in the Pikka oil field development.

All controlled Group entities are operated and managed under a common governance and management system. This includes several relevant people management policies and procedures

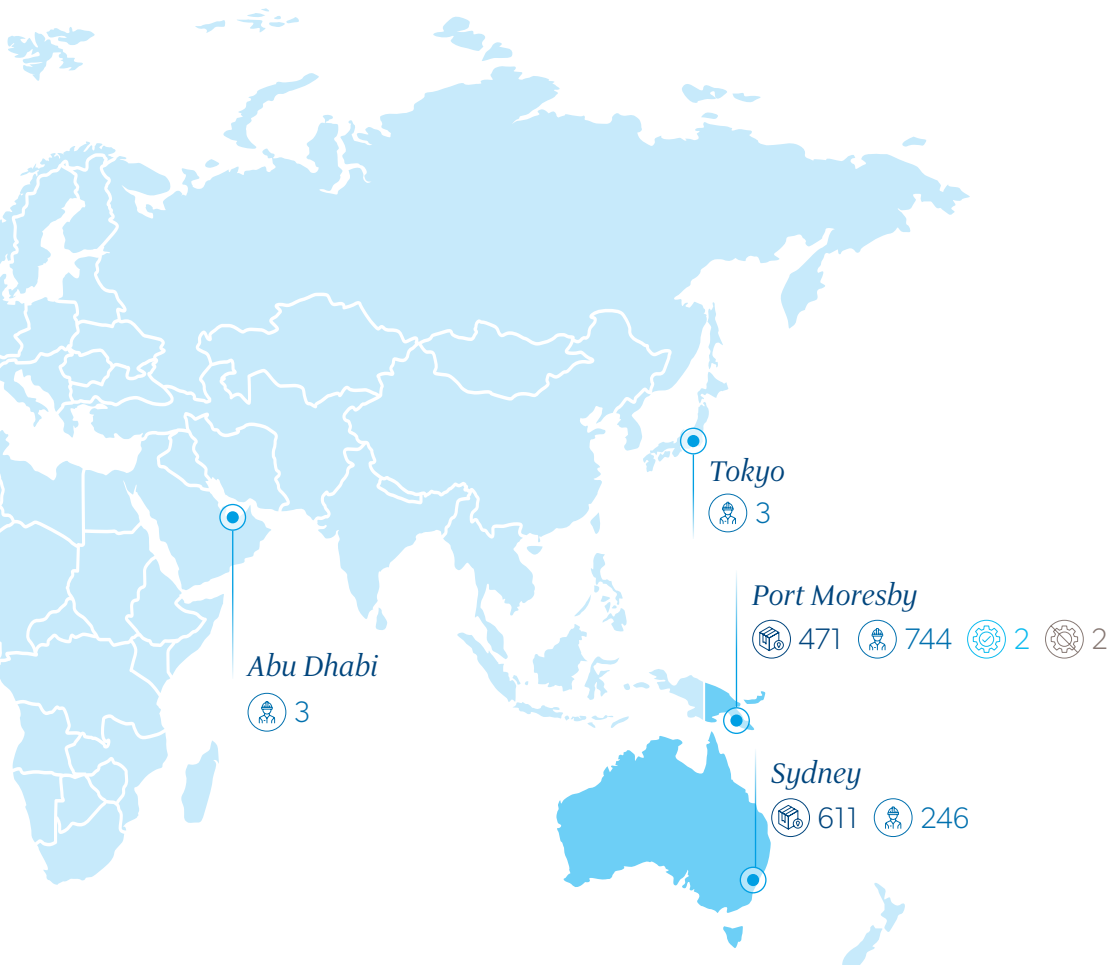
related to recruitment and selection, diversity, training and development and workforce management.

We have dedicated contracts, procurement, and supply chain teams within each Business Unit and the Group Centre which are responsible for the procurement of goods and services and maintaining warehouses and inventory for our operations in Alaska, PNG and offices. Oil Search is listed on the Australian and PNG security exchanges (share code: OSH) and its American Depository Receipts (ADRs) trade on the US over-the-counter market (code: OISHY).

Our supply chain is predominantly made up of large international oil and gas suppliers for engineering, construction and technical services; drilling and well services; logistics and aviation services; as well as large equipment manufacturers. Most suppliers work with us under multi-year service or procurement agreements.

In 2020, we sourced goods and services directly from approximately 1476 suppliers to the value of US\$565 million. Of these, around 611 suppliers are based in Australia, 471 in PNG and 227 in the USA. More than 90% of our supplier spend in 2020 was to suppliers based in these three countries. The remainder were from Asia, New Zealand, the UK and Europe.

Most of the crude oil and natural gas we produce in PNG is sold into the Asia-Pacific region. Our customers include integrated oil companies, refiners, commodity trading organisations and energy generators.



<sup>1</sup> Oil Search also has a 29% non-operated interest in PNG LNG, and a 22.8% non-operated interest in Papua LNG, an additional LNG growth opportunity. The modern slavery potential risks and impacts for projects which Oil Search do not operate do not form part of and are not included in this statement.

# Our structure, operations and supply chain

*Continued*





## RESPONDING TO COVID-19

In 2020, we undertook a materiality analysis as part of the Sustainability Strategy to identify the issues that are reasonably likely to impact the financial condition or operating performance of our Company; or have a potential impact on our local communities and environment, and therefore are most important to Oil Search and our stakeholders. Management of risks and impacts of the pandemic on the business and stakeholders and human rights were identified as material and important issues respectively.

Throughout 2020 we worked closely with our local PNG landowner companies (Lancos), many of whom are heavily reliant on Oil Search to ensure their sustainability in an increasingly challenged business environment. As a result of COVID-19 restrictions we were unable to deliver our regular capacity building programs, however during the pandemic we increased communication with all Lanco representatives about the steps the company was taking in response to COVID-19.

Within the context of reduced work opportunities driven by COVID-19 in 2020, we revised our Lanco business development approach. We formed a cross-functional workgroup to work with Lancos to map out a multi-year plan focussed on improving Lanco management practices and diversifying their revenue streams outside of a relationship with Oil Search.

To manage the indirect risks associated with working remotely on our employees and contractors, we implemented the 'Keep Connected' initiative, led by the EVP of Sustainability and Technology, which introduced weekly virtual Town Hall and Medical, Health and Wellbeing webinars.

The quarantine requirements of Australia and PNG extended the placement period for our fly-in-fly-out (FIFO) rotational workforce from 4 to 8 weeks. Recognising this extended time away can significantly impact families; we provided our workforce and their families with practical domestic assistance to offer support to them through this change, and provided wellbeing check-ins and crisis counselling by psychologists to the field workforce, staff in quarantine and families of FIFO workers.

Through the Oil Search Foundation, we worked with PNG Provincial Health Authorities (PHAs) to fund, deliver and distribute over 460,000 items of personal protective equipment and 5 million litres of hand sanitiser to health workers across our project impact areas in PNG. We supported our partner PHAs in developing COVID-19 response plans, acted as a private sector representative on the PNG National Department of Health Committee managing the pandemic and worked with PHA staff to deliver COVID-19 response training in seven Kutubu health facilities. The Community Affairs teams also ensured all Village Liaison Officers had adequate mobile phone resources to maintain open communication lines despite mobility restrictions. We commenced a community awareness roadshow to distribute PNG Government information and guidance on COVID-19 and the African Swine Fever. These efforts helped alleviate the fears of community members and health workers and enabled health facilities to continue operating in these communities.

# MODERN SLAVERY RISKS AND IMPACTS

*The term modern slavery describes situations where coercion, threats or deception are used to severely exploit victims and undermine their freedom.*

While modern slavery manifests in different ways, the eight types of serious exploitation that are of focus for the Modern Slavery Act 2018 (Cth) and Oil Search, are: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour<sup>1</sup>.

The key drivers and root causes behind modern slavery will always be context-specific, necessitating a specific analysis for countries, sectors, services and products. However, there are some common factors that make workers more vulnerable. They include:

- Poverty and inequality
- Discrimination (including against women, minorities, youth and migrants)
- Conflicts and humanitarian crises
- Criminality and corruption
- Geographic isolation; and
- Illiteracy and lack of education

The Global Slavery Index ranked PNG 21 out of 167 countries for vulnerability to slavery, making it among the worst performers in the Asia-Pacific region. Conversely, Australia and the US were ranked 163 and 146 respectively, reflecting their strong government frameworks on modern slavery.

Oil Search's greatest and most diverse business activity is in PNG. The key modern slavery issues in PNG are found in the logging, construction, mining, fishing, agriculture, tourism and hospitality, domestic worker and commercial sex work sectors. These vulnerabilities are also present in Alaska, although to a much lesser degree.



1. Based on the International Labor Organisation's definition of the 'worst forms of child labour' as work that deprives children of their childhood, their potential and their dignity. It is work that is mentally or physically dangerous and harmful to children and interferes with schooling. It does not include children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling, such as assisting in a family business outside school hours.



## Oil Search modern slavery risk profile

Aspect	Description
Supplier country of domicile	<p>The three highest risk countries for modern slavery we currently source from include:</p> <ul style="list-style-type: none"> <li>- Papua New Guinea</li> <li>- Philippines</li> <li>- Thailand</li> </ul> <p>Of the ten highest risk countries for modern slavery, our largest spend was in:</p> <ul style="list-style-type: none"> <li>- Papua New Guinea</li> <li>- Singapore</li> <li>- Malaysia</li> </ul>
Supplier category	<p>Higher risk goods categories include:</p> <ul style="list-style-type: none"> <li>- Food, clothing and consumables</li> <li>- Machinery, parts and accessories</li> <li>- Electronics and information technology</li> </ul> <p>Higher risk services categories include:</p> <ul style="list-style-type: none"> <li>- Transportation and logistics</li> <li>- Facilities management including cleaning, catering and maintenance</li> </ul>
Domestic staff	The use of domestic workers by employees in PNG, including expatriates
Local suppliers	Small to medium sized suppliers we engage in PNG may still be developing their management capability, and understanding and application of labour standards

In 2020, we did not identify any modern slavery practices at our operations or within our supply chain, however we recognise that this does not necessarily mean that no instance exists.

During the year, we expanded on an initial desktop modern slavery risk review conducted in 2019 and strengthened our supplier risk assessment process. We finalised a responsible sourcing risk tool that uses country risk and category or industry risk to identify which goods and services we procure that pose the highest potential modern slavery, social and environmental risks.

In 2021 we will continue to refine our modern slavery risk screening processes with the implementation and testing of a responsible sourcing risk tool and engage, consult and collaborate with our suppliers to address the modern slavery risks identified. We will also progressively undertake further human rights due diligence over our own operations to better understand and mitigate operational risk exposures.

# ASSESSING AND MANAGING RISKS AND IMPACTS

*Oil Search's approach to human rights within our business and our supply chain is integral to conducting business responsibly. We undertake various activities to identify risks, take appropriate action against adverse impacts and track and communicate our performance.*

During 2020, we progressed our Responsible Sourcing Standard. This standard sets the minimum requirements for assessing and responding to supplier risks; continual performance improvement; managing supplier worker grievances; consultation with business partners; and improving communication, awareness and reporting performance for responsible sourcing.

Implementation of the Responsible Sourcing Standard will commence in 2021, strengthening our supplier due diligence and grievance management practices as outlined below.

## Supplier due diligence

Our Contracts & Procurement and Supply Chain teams and contract owners throughout the business undertake various activities aimed at understanding supplier risks

– **Supplier onboarding:** As part of our vendor onboarding process suppliers must confirm their commitment to the Oil Search Code of Conduct, which contains standards relating to human rights, bribery and corruption, personal safety, environmental protection and good governance. The Code of Conduct is covered during inductions and our expectations are included for discussion at regular supplier forums. We also use third-party providers and numerous public sources to screen suppliers for bribery and corruption risks and contractors for safety and workplace risks.

In 2021 we will release our Responsible Sourcing Principles and Standard which will provide our suppliers and staff with clear direction on Oil Search's safety, health and security; labour and human rights; environment; sustainable development; and business ethics and integrity expectations.

– **Supplier screening:** During 2020, we finalised a responsible sourcing risk tool that uses country risk and category or industry risk to identify which goods and services we procure pose the highest potential modern slavery, social and environmental risks. This tool draws on various generic country or category risk sources, as well as the results of our most recent human rights risk assessments to score potential risk. The tool considers if risks might be prevalent within the supplier industry and/or if it is prevalent within the supply chain.

In 2021, we will continue to develop and implement the responsible sourcing risk tool and commence screening of our existing supplier base to identify any potential high-risk suppliers.

## Third-party compliance audits

We conduct a small number of audits each year of supplier compliance with certain contract requirements, including relating to safety performance for some higher risk suppliers, as well as adherence to legislative requirements. As our supplier risk assessment and response evolves, we will look to expand our supplier auditing and compliance program to also focus on worker conditions in circumstances where this is identified as being high-risk.

## Employee awareness and capability

We provide mandatory training on the Oil Search Code of Conduct to new employees and completion of annual refresher training is required by all employees to ensure that the Code is understood and in practice.

In 2020, an online modern slavery training resource was sourced by Oil Search and roll out of the training to key roles, including the Board and Executive Team, will commence in 2021. In addition, awareness sessions conducted by human rights and modern slavery experts for key employees and members of the Board are also scheduled for 2021.



## Grievance mechanism

Any suspected breaches of the Oil Search Code of Conduct can be reported by employees to their supervisor or manager, General Counsel, Legal, Compliance or People and Culture or through the Oil Search [Whistle-blower Hotline](#) (Hotline). Supplier workers can report any suspected breaches to their Oil Search Company representative or use the Hotline. The Hotline is managed by an independent third party and languages other than English are available. Reports can be made anonymously.

Our [Whistle-blower Policy](#) and grievance management procedures provide protection for employees, suppliers and other third parties to encourage speaking up, outline the mechanisms available to report and the investigation and communication process that will be followed, as well as advise of the protections available.

Local community members, who may also work for local suppliers engaged by Oil Search, can also use site-based grievance mechanisms, including by raising issues with local community liaison officers or during routine visits by members of our Community Affairs team. Grievances are recorded centrally, assessed by potential risk or impact and elevated or responded to in accordance with our community grievance management procedures.

We recognise however that supplier worker awareness of our company Hotline, particularly further down in our supply chain may be low. In 2021 we will review our grievance management procedures to identify opportunities to adapt them to better meet the needs of supplier workers.

## Supporting local suppliers

Promoting the inclusion and development of local businesses is a key principle underpinning our contracting and procurement strategies. We have purchasing guidelines and seek opportunities to work with other suppliers to apply the same principles in their supply chain.

The Company has direct contractual relationships with several businesses established by members of local communities. Alaska Native Corporations and PNG Landowner Companies (Lancos) provide many core services to Oil Search, including drilling support, security, camp management, catering, ice roads, general maintenance and transportation.

In PNG, we have in place a number of capacity building programs for Lancos that include training, education and mentoring to strengthen governance structures, management capability and compliance with key legislation where needed, including relating to labour rights issues such as employee superannuation obligations. As a result of COVID-19 restrictions we were unable to deliver our regular capacity building programs, however we increased communication with all Lanco representatives about the steps the company was taking in response to COVID-19.

# Assessing and managing Risks and Impacts

*Continued*

## Group and joint venture partner consultation and engagement

Regular engagement occurs with our joint venture partners throughout the project lifecycle on key issues affecting project outcomes. This includes participation in planning and budgeting, decision-making forums and assurance activities including those relating to managing potential human rights impacts. In 2021, we will explore opportunities to deepen our engagement with Joint Venture partners and non-controlled entities within the Oil Search Group on our responsible sourcing or modern slavery practices.

Consultation around the content of this statement occurred with the management teams of PNG Biomass, a project operated by Oil Search Power Holdings Limited, and the Oil Search Foundation.

In 2021, we will explore opportunities to deepen our engagement with joint venture partners in PNG and entities within the Oil Search Group including NiuPower on responsible sourcing or modern slavery practices.

## Industry collaboration

During the year, Oil Search continued to participate in the Global Compact Network Australia (GCNA) Modern Slavery Community of Practice and the IPIECA Social Responsibility, Human Rights and Supply Chain Working Groups. These forums provide us with an insight into the human rights, modern slavery and supply chain challenges faced by our peers and others, and enable us to contribute to the development of tools and industry guidance.



# MONITORING THE OUTCOMES OF **OUR ACTIONS**

*We currently assess the effectiveness of our human rights and sourcing actions in a number of ways.*

At present many of these focus on broader human rights or sustainability performance areas. Commencing in 2021, we will develop and refine some of these actions to better identify and measure modern slavery performance.

## **External ESG benchmarks and investor engagement**

We regularly disclose our performance or respond to questionnaires relating to our human rights and responsible sourcing performance from environmental, social and governance (ESG) ratings and ranking agencies, investors, proxy advisors or joint venture partners. We use these assessments and the resulting feedback or scores to inform our own assessment of the effectiveness of our actions in addressing responsible sourcing and modern slavery risks.

Please refer to <https://www.oilsearch.com/investors/performance/ratings-and-awards>

## **Annual performance review**

In 2022, we will commence a formal annual review process, as a part of completing the 2021 Modern Slavery Statement. This review will consider compliance with our company-wide responsible sourcing requirements, as well as:

- How well the requirements address evolving best practice and expectations relating to modern slavery,
- Assessing the effectiveness of management controls implemented to minimise modern slavery risks and impacts.

A key part of this review will be to share lessons-learned from supplier engagement, between categories and Business Units.

We remain committed to improving our understanding, management and elimination of modern slavery risks over time. We expect our approach to managing the risk of modern slavery to continue to develop and evolve as we implement our risk assessments and planned activities for 2021.

# AUSTRALIAN COMMONWEALTH MODERN SLAVERY ACT 2018

## *(Cth) Reporting Requirements*

<b>Act reporting requirement</b>	<b>Statement reference</b>	<b>Page number</b>
16.2.a Details of approval by the principal governing body of reporting entity	<i>About this Report</i>	IFC
16.1.a Identify the reporting entity	<i>About this Report</i>	IFC
16.1.b Describe the structure, operations and supply chains of the reporting entity	<i>Our structure, operations and supply chain</i>	4 - 7
16.1.c Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	<i>Modern slavery risks and impacts</i>	8 - 9
16.1.d Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	<i>Our commitment</i> <i>Assessing and managing risks and impacts</i>	2 - 3 10 - 12
16.1.e Describe how the reporting entity assesses the effectiveness of such actions	<i>Monitoring the outcomes of our actions</i>	13
16.1.f Describe the process of consultation with any entities that the reporting entity owns or controls	<i>Assessing and managing risks and impacts</i>	10 - 12
16.1.g Any other information that the reporting entity, or the entity giving the statement considers relevant	<i>About this Report</i> <i>Our commitment</i>	IFC 2 - 3



# OIL SEARCH GROUP STRUCTURE

## a) Subsidiaries

	Ownership interest % 2020	Ownership interest % 2019	Country of Incorporation
<b>Parent entity</b>			
Oil Search Limited			PNG
<b>Consolidated entities</b>			
Oil Search (Middle Eastern) Limited	100	100	British Virgin Is.
– Oil Search (Iraq) Limited	100	100	British Virgin Is.
– Oil Search (Libya) Limited	100	100	British Virgin Is.
– Oil Search (Tunisia) Limited	100	100	British Virgin Is.
– Oil Search (Newco) Limited	100	100	British Virgin Is.
Oil Search (Gas Holdings) Limited	100	100	PNG
– Oil Search (Tumbudu) Limited	100	100	PNG
Oil Search Highlands Power Limited	100	100	PNG
– Markham Valley Power Limited	100	100	PNG
Oil Search (PNG) Limited	100	100	PNG
– Oil Search (Drilling) Limited	100	100	PNG
– Oil Search (Exploration) Inc.	100	100	Cayman Is.
Oil Search (LNG) Limited	100	100	PNG
Oil Search Finance Limited	100	100	British Virgin Is.
Oil Search Power Holdings Limited	100	100	PNG
– Markham Valley Biomass Limited	100	100	PNG
Oil Search Foundation Limited <sup>1</sup>	100	100	PNG
Papuan Oil Search Limited	100	100	Australia
– Oil Search (Uramu) Pty Limited	100	100	Australia
– Oil Search (USA) Inc.	100	100	USA
– Oil Search (Alaska) LLC	100	100	USA
Oil Search Limited Retention Share Plan Trust	100	100	Australia
Pac LNG Investments Limited	100	100	PNG
Pac LNG Assets Limited	100	100	PNG
Pac LNG International Limited	100	100	PNG
Pac LNG Overseas Limited	100	100	PNG
Pac LNG Holdings Limited	100	100	PNG

1. Oil Search Foundation Limited is Trustee of the Oil Search Foundation Trust, a not-for-profit organisation established for charitable purposes in PNG. This Trust is not controlled by Oil Search and is not consolidated within the Group.

## b) Interests in joint ventures

	Principal place of business	% Interest	
		2020	2019
NiuPower Limited	PNG	50.00	50.00
NiuEnergy Limited	PNG	50.00	50.00

[www.oilsearch.com](http://www.oilsearch.com)