



1 January 2016

Grievance and Redress Policy For Employees of Parami Energy Group of Companies

Introduction:

1. This Grievance Policy provides a structure to identify and settle workplace disputes. Grievances are concerns, issues, complaints, and problems that occur in the workplace. They can be reported because of compelling circumstance to address a systematic concern, but they may also be considered 'smaller issues.' This policy measure establishes the multiple channels through which Parami employees can address grievances that may be experienced in the workplace.

This policy is concurrently aligned with the Company's Code of Conduct policy of which some overlaps will be seen. This policy applies to all employees, officers and directors of the Company and its related subsidiaries or group of companies.

Parami is committed to a grievance policy where by employees may raise and report concerns in a transparent and effective manner. This process ensures 1) strict confidentiality and 2) that the employee has no fear of malice, reprisal, or other potential disadvantages.

Preventative Measures: The role of employees is to ensure that the Company respects human rights within its spheres of influence. In order to carry out this responsibility, employees should employ the following **Preventative Measures:**

- a. Respect the human rights of all persons they encounter in carrying out duties as a Parami employee.
- b. Feel comfortable enough to report unfair practices and/or abuses to the relevant authorities.
- c. Be alert to potential violations of human rights they may encounter within Parami, or when interacting with direct business partners or visiting their worksites.

Potential Grievances: Employees are encouraged to:

- a. Report on evidences of injustice that come about from unfair practices in the work places.
- b. Report on the neglect of a coworkers' duties (which may be either neglect of office duties or include evidence of neglect in operations which could pose a health and safety concern).
- c. Report instances of corruption, bribery, or other illegal activity.
- d. Report on instances of harassment and assault of any kind (verbal, sexual, physical, etc).



Procedure: In the event of a grievance, employees should be guided by the following procedures.

All employees in Parami have the option to seek to redress through **two (2) channels** which are both formal and informal. Employees may raise concerns:

- a. (1) through any of the six (6) volunteer Parami Counselors. These counselors include Parami's Compliance/Legal officer, Parami's HR manager, and four other individuals with widely ranging backgrounds. The four other counselors have been selected by the general consensus of Parami employees.
- b. (2) by submitting feedback in the company suggestion box.

The Compliance officer and Head of HR can offer a more structured and formal venue for recourse. Should the employee, or claimant, feel uncomfortable speaking with a legal councilor or representative of HR, the group of selected counselors provides an alternative channel for identifying, reporting, and resolving disputes. The four different counselors, with very different backgrounds and positions, have been selected in the hope that employees can feel at ease with at least one of these counselors. These counselors help bridge the gap so that there is a more comfortable venue for expressing grievances.

Employees may choose to consult with one or more of any of these counselors. For the reporting process, there must be two (2) counselors present to sign off on the file when an employee logs his/her grievance. This is to verify that the employee made the complaint and that the counselor logged the complaint correctly.

No matter the channel, all details will be logged in a secure data base and all the information will be kept in strict confidentiality.

The process will be conducted in a timely manner.

In the event of a grievance employees, or a claimant, should be guided by the following steps:

1. The claimant will consult with one or more of any of the Counselors¹, i.e. (1) the Compliance Officer, and/or (2) the Head of HR, and/or (3) any of the four of the selected counselors. All of these persons are reachable by email and the meeting may be scheduled out of the office for privacy reasons.
2. The complaint/concern will be logged in an excel file on a secure database by the counselors. This database is only accessible by the counselors.
 - a. All complaints will be catalogued and categorized.
 - b. The employee can choose to follow one (1) of three (3) actions: (1) only reporting, (2) informal resolution, or (3) formal resolution.
 - c. In the event that the employee has reported an incident of corruption, bribery, harassment or assault, or the like, a formal resolution must take place.
 - d. Every two months the group of Counselors will go over the log to look for trends and similarities in the registered concerns. This is a way to try to identify the root of many grievances and to see broader patterns of discontent throughout the group of companies.

¹ 'Counselors' refers to any of the channels to express grievances, i.e. the Compliance Officer, Head of HR, and the four Counselors.