

CODE OF CONDUCT

TOTAL E&P MYANMAR IS COMMITTED TO INSTIL THE VALUES OF RESPECT, RESPONSIBILITY, AND EXEMPLARITY. THE FOLLOWING THREE 'PRIORITY BUSINESS PRINCIPLES' ARE EQUALLY CRITICAL TO TEPM SUCCESS AS A RESPONSIBLE COMPANY:

- **COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENT.**
- **COMPLIANCE WITH THE HIGHEST INTEGRITY STANDARDS.**
- **RESPECT FOR HUMAN RIGHTS STANDARDS.**

We uphold and respect the highest applicable norms of international, local laws, and industry standards.

We apply a 'zero tolerance' compliance program designed to prevent and detect violations of applicable anti-trust, anti-fraud, anti-bribery, and anti-corruption laws.

We adhere to the 'Universal Declaration of Human Rights', support the United Nations Global Compact, and follow the 'United Nations guiding principles on Business and Human Rights', as well as the International Labor Organization standards. We also implement the 'Voluntary Principles for Security and Human Rights'.

We respect the environment, the cultural values, and the local communities of Myanmar. We do not intervene in the political processes of Myanmar.

Total E&P Myanmar code of conduct is a common reference document for all our managers and employees as well as for all our different stakeholders, including local authorities, local communities, partners, suppliers and contractors.

TOTAL E&P MYANMAR MANAGERS' RESPONSIBILITIES:

- Refer to the Code of Conduct with their team members, and make sure they understand it.
- Create a speak-up climate, prevent harassment, and provide fair remuneration and equitable treatment for their employees.
- Ensure that our business principles are implemented and respected.
- Behave in an exemplary manner.

TOTAL E&P MYANMAR EMPLOYEES SHALL INDIVIDUALLY ENSURE THAT THEY:

- Understand and respect the business principles contained in the 'Code of Conduct'.
- Declare any conflict of interest that may arise.
- Avoid insider trading, and ensure confidentiality of business information.

TOTAL E&P MYANMAR SUPPLIERS AND CONTRACTORS ARE EXPECTED TO:

- Apply equivalent standards to their employees and guarantee that their suppliers and subcontractors respect equivalent principles to those of Total E&P Myanmar.

TOTAL E&P MYANMAR PARTNER'S SHALL:

- Abide by our 'Code of Conduct'.

I trust that each and every one of you will act and behave in line with this Code of Conduct. If any concern rises related to its application, you can contact the Group Ethic Committee or TEPM Ethics coordinator.

September 2014



Xavier Prével
General Manager