



PAKISTAN OILFIELDS LIMITED

POLICY FOR PROTECTION AGAINST HARASSMENT

POLICY

Pakistan Oilfields Limited (POL) is committed to creating a working environment where people can achieve their full potential. The Company's policy on protection against harassment is designed to provide:

- an environment where it is clear that harassment is unacceptable, thereby reducing the chance that harassment will occur in the first instance; and
- a mechanism to resolve complaints where it is felt that harassment has taken place.

Disciplinary action will be taken to deal with actions or behavior, intentional or unintentional, which results in a breach of this policy.

Disciplinary action may also be taken if allegations of harassment are found to be made with a malicious intent.

Harassment is not necessarily confined to the behavior of seniors towards juniors; it can take place between colleagues at the same level or involve staff behaving inappropriately towards more senior staff.

It should be noted that harassment can also lead to civil and criminal claims beyond the Company's own disciplinary proceedings.

EXPLANATION

Definition of harassment

For the purpose of this policy, harassment is defined as any unwelcome conduct or comments which:

- a. violates an individual's dignity, and / or

- b. creates an intimidating, hostile, degrading, humiliating or offensive environment.

Responsibility of all employees

All employees can help to:

- prevent harassment by being sensitive to the reactions and needs of others, and ensuring that their conduct does not cause offence;
- discourage harassment by others through making it clear that such conduct is unacceptable, and supporting colleagues and peers who are taking steps to stop the harassment.

The examples given below, which include unacceptable physical and verbal conduct, are not exhaustive.

Gender-related harassment

Examples include displaying unacceptable behavior to a man or a woman due to their gender through disparaging gender-related remarks and threatening behavior.

Sexual harassment

Examples include physical contact, unwelcome gender related jokes, inappropriate use of suggestive visual display unit material, intimidating behavior such as asking for, or offering, gender-based favors in return for issues relating to employment.

Racial harassment

Examples include inappropriate questioning and/or jokes about racial or ethnic origin, offensive comments and intimidating behavior, including threatening gestures.

Personal harassment

Examples include making fun of personal circumstances or appearance.

Bullying

This can be physical or psychological. Examples of psychological bullying include unmerited criticism, isolation, gossip, essential information withheld, or behavior that is intimidating or demeaning.

Harassment of disabled people

Examples include discussion of the effects of a disability on an individual's personal life, uninvited touching or staring, and inappropriate questioning about the impact of someone's disability.

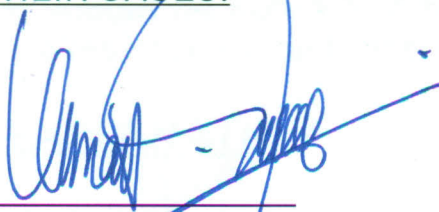
Age harassment

Examples include derogatory age-related remarks and unjustifiable dismissal of suggestions on the grounds of the age of the person.

Stalking

This can be physical or psychological. Examples include leaving repeated or alarming messages on voice mail or e-mail, following people home, or approaching others to ask for personal information.

EMPLOYEES, WHO HAVE BEEN SUBJECTED TO HARASSMENT, MAY WRITE DIRECTLY TO THE CHIEF EXECUTIVE FOR RESOLUTION OF THEIR CASES.



SHUAIB A. MALIK
CHIEF EXECUTIVE