

2013

Human Rights Applicable IN
QATAR PETROLEUM

1/31/2013

Qatar Petroleum as (a national company in the state of Qatar and a worldwide Gas & Oil production and marketing) is pleased in its point of view participation regarding the human rights laws which are applicable in Oil & Gas companies.

However, Qatar Petroleum under the Leadership of H. H. Sheikh Hamad Bin Khalifa Al-Thani, Emir of the State of Qatar, is industriously trying to apply all human rights adapted by UN and its regional organizations.

All Laws and regulations are guaranteed for Qatar Petroleum's staff based on the following principles

- ▶ Qatar Petroleum strives to pay employees compensation that may include a salary and benefits that are equal to or above market rates, and all receive those on time without any delay..
- ▶ Qatar Petroleum offers employees a comprehensive employee benefits package, and afford benefits including health insurance, paid time off, paid holidays, and paid vacation.

❖ **Job Security:**

Employees are able to concentrate on their goals and core functions without worry.

❖ **Empowerment and Authority:**

Employees are empowered to make decisions about and take responsibility for how they do their jobs.

- ❖ **Employees are given a strategic framework** (company mission, vision, values, goals, feedback) by their department, but they control their choices and how they perform their core functions and make progress on their goals.

❖ **Respect:**

Employees may not always be right and their ideas may not set company direction and choices, but in Qatar Petroleum, employees feel that they are fundamentally respected by their bosses and coworkers.

❖ **Opportunity for Growth:**

Employees have to feel as if they are encouraged to continue to develop their skills and careers. Qatar Petroleum offers performance development planning, career paths, and internal and external training opportunities.

❖ **Access to Information:**

Qatar Petroleum shares information with employees that range from the company financial progress and results to the success framework referenced above. Employees feel as if they are members of the in crowd, because they know what is happening.

❖ **Commitment:**

Qatar Petroleum committed to its employees. This is reflected in everything from Human Resources policies to business strategies. This commitment plays out in retention and engagement strategies that can range from family events. Annual get together with managers and other Directors, inclusion in candidate interviews,.

❖ **Involvement:**

In Qatar Petroleum, employees feel as if they have the opportunity to be involved. They can make suggestions, think up new products or service innovations, serve on employee committees to plan events and work processes, and attend appropriate meetings and have input on work processes that affect their jobs.

❖ **Positive Relationships With Coworkers:**

In Qatar Petroleum new engaged employees are likely to have a best friend at work, because cultural fit is considered in recruitment, coworkers like and enjoy working with each other.

❖ **Work- Life Balance:**

Increasingly demanded by employees, work-life balance initiatives such as flexible scheduling choices, allow employees to work undistracted by the family and life events and needs occurring outside of the workplace. These initiatives minimize employee stress and help them accomplish life's challenges while working.

❖ **Performance Culture:**

Qatar Petroleum finds ways to tie the performance and the interests of employees with those of QATAR PETROLEUM. Two of the ways that Qatar Petroleum accomplishes this are through its variable compensation system that ties rewards to performance and a job plan process that provides regular guidance and feedback

❖ **Fairness:**

Qatar Petroleum always develops and applies policies, treat employees with the same regard and consideration, and make the workplace guidelines clear and enforceable across the board.

❖ **Recognition:**

Qatar Petroleum provides feedback to employees about their performance, growth prospects, accomplishments, and areas needing improvement regularly. One of the most powerful forms of feedback is employee recognition.

❖ **Medical care organized in Qatar Petroleum:**

- ✚ Medical examination for all people who are working in Qatar Petroleum with their families like (Laboratory tests, X-ray, and providing necessary medicine for any treatment).
- ✚ Immunization of workers against common ailments, according to directions issued by the National Health Authority in this regard.
- ✚ Global insurance with the cooperation with Al-koot Insurance Company

Qatar Petroleum is trying to raise the awareness of all workers – from the low-wage workers to directors who are at the top of the hierarchy