



CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Cairn is committed to maintaining the highest standards of corporate social responsibility in its business activities. To meet this commitment we will respect the rule of law, adopt appropriate international standards, implement management systems, and will strive to:

Business Ethics

- Behave with honesty and integrity in all our activities and relationships with others
- Maintain internal controls adequate to guide and ensure standards are met

Employees

- Respect the rights and dignity of every employee and treat them fairly and without discrimination
- Encourage team working and the sharing of knowledge throughout the organisation
- Recognise employees' individual and team contribution and reward them appropriately

Local Communities

- Respect the different cultures and rights of individuals in all countries in which we operate
- Assist in the development of local community programmes where we operate, in consultation with local government, public and other appropriate stakeholders

Suppliers

- Seek to be honest and fair in our relationships with suppliers and contractors
- Encourage suppliers and contractors to abide by our standards

Responsibility for compliance with Cairn's CSR policy and standards lies with the Chief Executive, Directors, Managers and their staff.

W Gammell
Chief Executive

Effective Date: February 2002