Brunei Energy Industry Integrity Pact
A commitment to ethical business practices, transparency in the Industry, and zero tolerance

Corruption is bad for business, and is one of the biggest impediments to economic growth and prosperity in Brunei Darussalam.

Without trust and transparency in business, the moral fiber of our community suffers and misuse of positions for personal gain can impact the livelihoods of innocent people.

As senior leaders of established oil and gas companies in Brunei Darussalam, we acknowledge our companies’ responsibility to lead by example in the fight against corruption and to operate our businesses ethically and with integrity.

In view of the foregoing, we pledge and commit to the following 10 principles:

• We will prohibit bribery and facilitation payments in any form in all activities under our control.

• We will maintain a Code of Conduct to guide our employees towards ethical and accountable behaviors at all times, and will apply appropriate consequence management for violations of the Code.

• We will expect our business partners to acknowledge and adhere to our Code of Conduct and business principles when executing work on our behalf, which will be reflected in our contract terms and conditions.

• We will provide communications and training for staff to ensure strengthened knowledge and awareness that promotes integrity, honesty, and accountability in the exercise of their duties and responsibilities.

• We will require our staff and business partners to disclose and declare any conflicts of interest, in order to take appropriate actions to avoid compromising the integrity and fairness of our business decisions.

• We will not offer or accept Gifts and Hospitality that could be perceived to influence business decisions or processes, and will prohibit our staff and business partners from doing so.

• We will implement appropriate internal systems and controls to prevent unethical conduct by our employees, ensure good governance, and institutionalize the values of integrity and accountability in our business.

• We will maintain channels by which employees and other stakeholders can raise ethical concerns and report suspicious circumstances in confidence without risk of retaliation, and investigations will be conducted on all reports received in good faith.

• We will refrain from engaging in business with parties who have demonstrated unethical business practices, and will operate with a ‘zero tolerance’ policy with regards to violations of the law or our principles.

• We will cooperate fully with the Government of Brunei and the Anti-Corruption Bureau in their efforts to combat and deter corruption in the country, and realize that those initiatives cannot succeed without individual and collective commitment from businesses to level the playing field and to build integrity in the business environment.