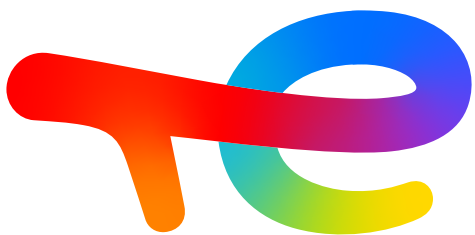




# VPSHR 2023 Annual Report

March, 2024



**TotalEnergies**

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# Introduction

This report describes TotalEnergies' (the "Company") overall commitment and 2023 implementation of the Voluntary Principles on Security and Human Rights ("VPSHR" or "VPs"). The Company joined

the VPSHR Initiative in March 2012 as a member of the Corporate Pillar and is continuing its efforts to further embed and promote the VPSHR into its day-to-day business activities.

## TotalEnergies' key achievements in 2023 were the following:



**Continuous VPSHR trainings organized at operational level;**



**Revision of the Auto-Diagnostic and Risk Assessment tools;**



**Deployment of our new e-learning for Security Managers;**



**Launch our annual VPSHR campaign with a new approach on a secured platform;**



**Publication of our new affiliates kit with several tools and communication materials translated in 5 languages;**



**Development of interactive training materials and activities.**

During the year, special attention has been given to five countries: Mozambique, Libya, Uganda, Nigeria and Kenya.

In Mozambique, since the force majeure declared in April 2021, the security situation in the north of Cabo Delgado has stabilized during 2023 – as evidenced by the return of populations displaced by the conflict, however, it remains fragile. This improvement can be largely credited to the commitment of the Mozambican Government and African countries, providing crucial support for the restoration of peace and security.

In Libya, TotalEnergies is an energy actor for more than 60 years. Since 2011, even though its production has been regularly interrupted during the civil war and the attack of the Mabruk field in 2015, TotalEnergies has maintained its presence and remained active from a VPSHR perspective. Since 2021, the Company has signed several agreements with the Libyan authorities, including one for the implementation of a solar project for which the Human Rights Department is performing a first Heightened Human Rights Due Diligence analysis.

In Uganda, Nigeria and Kenya, VPSHR missions have been conducted to strengthen VPSHR implementation in the framework of the affiliates action plans. These missions aimed at reinforcing knowledge of employees, security actors and management teams through tailored sessions. Additionally, ongoing support was provided to ensure effective implementation of the VPSHR and to address any challenges or barriers encountered.

TotalEnergies' VPSHR implementation is led by the Company Security Division ("Company Security") with the support of the Human Rights Department of the Strategy & Sustainability Division. The Company's VPSHR activities are carried out through a simultaneous bottom-up and top-down approach that encompasses an extensive network of employees at various levels of the Company. TotalEnergies' Company Security oversees the VPSHR's international deployment and ensures that the Company's strategies, policies, and procedures are in line with the VPSHR expectations. Furthermore, Company Security relies on and works in close collaboration with a global network of more than 100 Country Chairs (CC) and Country Security Officers (CSO) to establish concrete and effective VPSHR activities at ground-level.

# A



## TotalEnergies' commitment to the VPSHR

### I. Public statement of commitment or endorsement of the VPSHR

TotalEnergies' commitment to the VPSHR is explicitly enshrined in various Company documents (e.g. the Code of Conduct, the Human Rights Guide and the Human Rights Briefing Paper<sup>1</sup>) and the 2018 top management's commitment reiteration remains valid.

1. Reference documents are available on [Human Rights | Sustainable performance \(totalenergies.com\)](https://www.totalenergies.com)

### II. Examples of commitments and measures to promote the implementation of the VPSHR

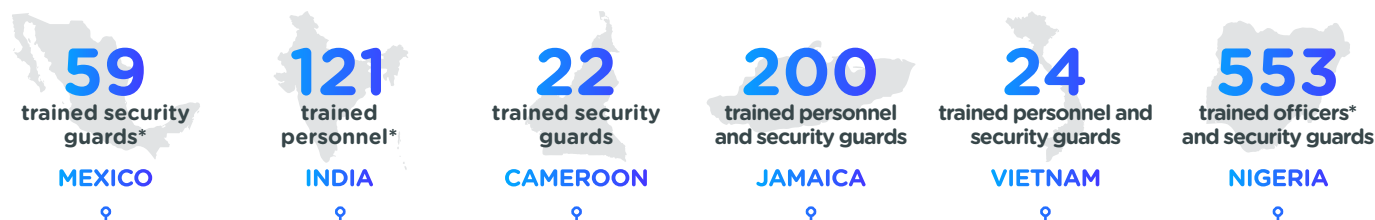
#### 2023 VPSHR TRAINING AND AWARENESS ACTIVITIES



The Company managed to implement several training and awareness-raising programmes in 2023, mainly at operational levels. In February 2023, Company Security organised a VPSHR awareness session during one of our monthly security meetings with approximately 50 security managers based in our assets in France.

During the year, continuation of VPSHR awareness sessions at the local level was encouraged and organized for employees, Private Security Companies (PSC) and Government Security Forces (GSF) protecting TotalEnergies' employees and assets. Several of our affiliates have organized training

sessions with topics such as "Human Rights & the Use of Force", "Security and Gender", "Basic Rules of the VPSHR", "Human Rights & VPSHR", "VPSHR application in the frame of work", to gradually deepen understanding of the subject. Some examples for 2023:



\* The term "Security guards" refers to individuals of the Private Security Companies working with TotalEnergies;  
\* The term "Personnel" refers to individuals that are employed or contracted by TotalEnergies.  
\* The term "Officers" refers to individuals of the Government Security Forces working with TotalEnergies.



Throughout the year, the Company Security emphasized the importance of raising awareness among all TotalEnergies collaborators, whether they are involved in VPSHR implementation. The VPSHR team managed to deliver some trainings during security missions in Kenya, Uganda, and Nigeria, benefiting more than 960 attendees. The sessions delivered included the following modules:

- + Business, Security and Human Rights;
- + TotalEnergies and the VPSHR;
- + Human Rights Principles;
- + Use of Force Principles;
- + Gender and Vulnerable Groups sensitive approach;
- + Responsibilities of Security actors;
- + VPSHR incidents management and reporting.



In May 2023, TotalEnergies in Argentina welcomed the regional Americas Security Seminar gathering Mexico, Colombia, Puerto Rico, Bolivia, Suriname, Chile, Dominican Republic, USA, Brazil, Jamaica and Argentina Country Security Officers. A VPSHR workshop was set up with scenarios in 3 fictional countries involving relationship with GSF, PSC, armed groups and dealing with challenging Security and Human Rights operational contexts. Country Security Officers were asked to identify those specific issues, and to properly manage and report the incidents.

In October 2023, Company Security welcomed newly appointed Country Security Officers and Security Managers at TotalEnergies' Headquarter in Paris, France, for a 3-days mini seminar. A total of 10 thematic sessions were delivered. The VPSHR one included a 1-hour work group case study on VPSHR incident management and reporting. Attendees

were divided in 3 groups and were challenged on the analysis of key security situation with Human Rights implication, the specific key steps to report and manage a VPSHR incident as well as identification and draft of an action plan to be implemented. Each group possessed specific "Actors" and "Actions" flashcards, the internal VPSHR Incident Investigation Report template to help them assessing the situation and the VPSHR Final Incident Report template to be directly shared with Company Security. This session enabled each participant to immerse themselves in likely situations and to acquire or reinforce their security incident with Human Rights implication management skills.



TotalEnergies' Security Manager e-learning was officially launched in January 2023. This one is intended for all TotalEnergies employees newly or soon to be appointed as security manager to be able to fully carry out their responsibilities, to identify the risks to which the perimeter for which they are responsible is exposed, and to deploy and implement the Security Management System. The training course is built around 14 e-learning sequences – Including a full VPSHR sequence, interspersed with 4 coaching sessions delivered by Company Security. At the end of 2023, 126 Country Security Officers and Security Managers have completed the course.



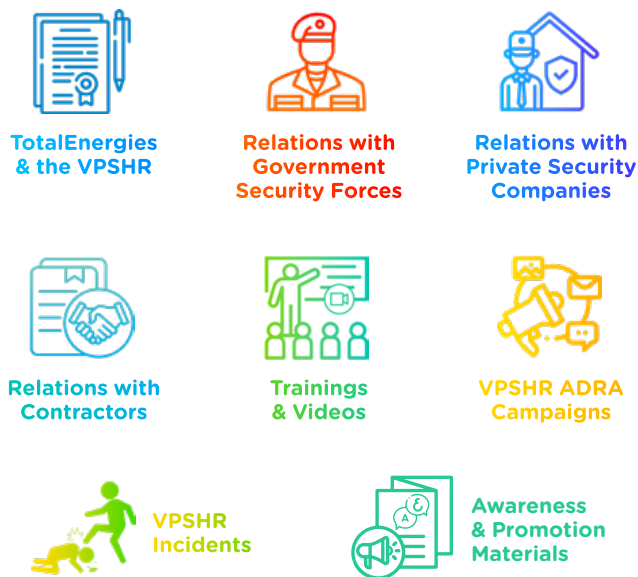
## INVOLVEMENT IN VPSHR EVENTS

TotalEnergies participated to the Voluntary Principles Initiative's ("VPI" or "VP Initiative") 2023 Annual Plenary Meeting which took place in London, United-Kingdom, in May 2023. The Company also attended other events with VPI members, including regular Corporate Pillar calls and In-Country Working Groups meetings in Mozambique, Nigeria, and Ghana. TotalEnergies in Kenya and TotalEnergies in Tanzania welcomed an ICoCA<sup>2</sup> delegation to discuss the private security sector local challenges. TotalEnergies also attended IPIECA's<sup>3</sup> Week in March 2023 as well as Social Responsibility Group and more precisely its Human Rights Working Group and Responsible Security Task Force's virtual meetings where VPSHR related matters are broadly discussed. The purpose of these groups is to share experiences, approaches and best practices on VPSHR implementation between energy companies and to provide support to the VP Initiative relevant to the sector.

2. The International Code of Conduct for Private Security Service Providers Association (ICoCA) is a multi-stakeholder initiative formed in 2013 to ensure that providers of private security services respect human rights and humanitarian law.
3. Established in 1974 as the International Petroleum Industry Environmental Conservation Association, the association changed its name in 2002 as IPIECA.

## NEW VPSHR AFFILIATE KIT

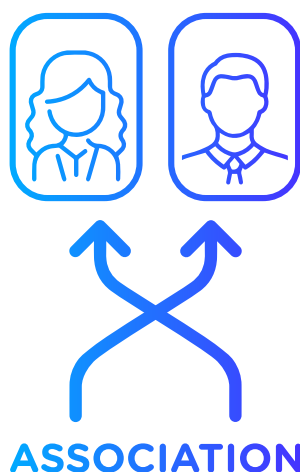
Since April 2019, TotalEnergies' security internal network is using an online communication platform that includes a dedicated VPSHR canal, encouraging the sharing of experiences, examining case studies, and disseminating key information. In June 2023, the Company Security published its new VPSHR affiliates kit on this platform. The kit is composed of 7 files containing templates, training and awareness digital materials, handbook for trainers, videos, scenarios, activities, leaflets and posters in English, French, Spanish, Portuguese, and Arabic. The kit is divided in 7 files as presented in the opposite figure. All materials are made available to Security Managers and Country Security Officers to be tailored to the local context.



## GENDER AND VULNERABLE GROUPS-SENSITIVE APPROACH

Based on our commitment to include a gender and vulnerable-groups sensitive approach within our security processes, procedures, and training as a crucial step to promote equity, inclusivity and effectiveness, Company Security developed a standalone VPSHR module on Gender and Vulnerable Groups. Based on the observation that training play a key role in this process by raising awareness, developing skills, challenging biases, and promoting behavioural change among security actors, our approach has been to incorporate interactive exercises like crosswords, flashcards, and

identification games by associating articles, activities or even role to a specific gender. This created opportunities for reflection, discussion allowing attendees to engage actively by challenging, and deconstructing stereotypes to foster understanding.



# B

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## Policies, Procedures and Related Activities

### I. Implementation of the VPSHR

No significant change since the last report.

### II. Company procedure to conduct Security and Human Rights risk-assessments and VPSHR auto-diagnostic evaluations

#### **RISK-ASSESSMENT AND AUTO-DIAGNOSTIC TOOLS**

Since 2016, the Company has been using Auto-Diagnostic and Risk-Assessment (ADRA) tools — both inspired by the Implementation Guidance Tools (IGT), which help TotalEnergies' affiliates to evaluate their own conformity to the VPSHR, assess the VP-related risks present in their operating environment, and formulate an action plan with recommendations to mitigate the identified risks.



Auto-Diagnostic tool takes the form of a questionnaire which, once completed, gives the entity's VPSHR rate compliance on a scale from 0% to 100%, identification of an action plan to mitigate the risks and increase the level of compliance. The Auto-Diagnostic must be updated once a year and following any incident or significant change at the entity level.



Risk-Assessment tool must be completed at least every two years and once completed, generates a risk matrix and an action plan for implementation.

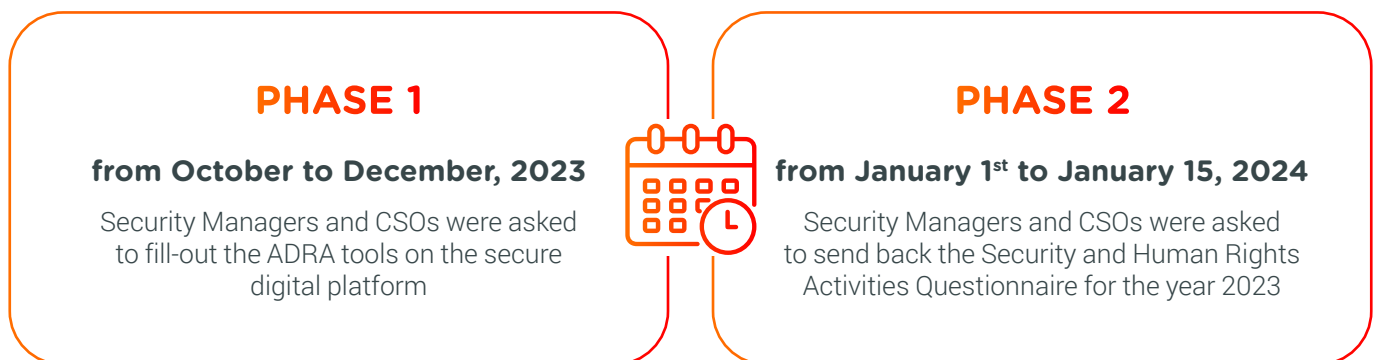


## ORGANISATION OF ANNUAL VPSHR CAMPAIGNS (ADRA CAMPAIGNS)

These tools are deployed on a secure digital platform during the annual ADRA campaigns rolled out across Company entities worldwide. Each Regional Security Representative contacts the Country Security Officer (CSO) or Security Manager in the target countries to share the campaign strategy and tell them which tools to complete. An explanatory infographic is shared with them in parallel on our internal VPSHR canal.

Since 2022, the ADRA Campaign also includes a Security and Human Rights Activities Questionnaire – which is now mandatory and must be filled-out by all entities regardless of the list of countries targeted by the Auto-Diagnostic and Risk-Assessment tools. This allowed for strengthening monitoring and better traceability of results as well as issuing proper recommendations to adapt the VPSHR action plan for the coming year.

In 2023, the Campaign was held in two distinct phases:



## METHODOLOGY OF THE 2023 ADRA CAMPAIGN

Company Security launched its annual ADRA Campaign in October 2023 and a total of 98 countries were surveyed. In addition to the countries whose information was more than 2 years old, to meet the requirements of the Company VPSHR Rule, the following countries were targeted:

- + 3 countries that didn't provide information in 2022;
- + 4 countries whose VPSHR compliance rate was below 60% during the 2022 campaign;
- + 4 countries whose Risk-Assessment's results indicated high or extreme risks during the 2021 campaign as to build up a 2-years following-up;
- + Low security risk level countries as well as specific overseas departments and regions which never filled-out the tools.

Moreover, were added the countries targeted for the Corporate Human Rights Department risk-mapping process as Security and Human Rights is one of the identified Company's salient issue.

Please refer to [TotalEnergies' Human Rights publications](#) for more information.

## PRELIMINARY FINDINGS OF THE 2023 ADRA CAMPAIGN

A total of 98 countries filled-out at least one of the three tools deployed during the 2023 VPSHR ADRA Campaign and the overall campaign's countries participation rate reached 100%.



Results are still under process, but first indicators provide the following figures:

On both Auto-Diagnostic and Risk-Assessment tools, the return rate reached 100%.



**100%**

### RISK-ASSESSMENT

On auto-diagnostic, out of 66 countries, all countries filled-out the tool.

+ 26 countries not surveyed filled-out the tool.



**100%**

### AUTO-DIAGNOSTIC

On risk-assesment, out of 96 countries, all countries filled-out the tool.

+ 4 countries not surveyed filled-out the tool.

#### KEY FIGURES

**9,5%**

of entities have a compliance rate considered as low, i.e below 50%

**32%**

of entities have a high compliance rate between 90% and 100%

**13%**

have a risk-assessment results highlighting high or extreme risks

**58,5%**

of entities have a compliance rate between 50% and 89%

In 2023, the countries with low compliance rate are not necessarily the same with high or extreme risks.

Countries that have a compliance rate below 50% and which results highlight high or extreme VPSHR risks are considered "Priority Countries" and will be monitored on a quarterly basis throughout 2024.

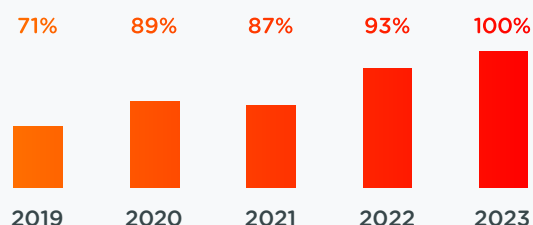
Please refer to part D for more information on "Priority Countries".

We received information regarding Security and Human Rights Activities for 102 countries.

**96%** ACTIVITIES QUESTIONNAIRE

The 2023 ADRA Campaign preliminary findings show a notable participant involvement, underscoring the anchoring of the topics within the Company's security culture and comprehension of the importance of collecting results to better support the affiliates by highlighting successes and obstacles of the operational VPSHR implementation.

#### PAST CAMPAIGNS OVERVIEW



### III. Company mechanisms for reporting and addressing security-related incidents with Human Rights implications

As one of the 12 categories of security incidents classified as “serious” incidents, VPSHR incidents must be reported to Company Security within 24 hours. To ensure that all steps are well followed for incident management and reporting, the Security Division developed a mnemonic APRECoM for Assistance, Protection, Reporting within 24 hours, Enquiry, Communication of the final incident report and Measures. In 2023, Company Security undergone the development of new Guidelines on addressing gender-related VPSHR incidents with a specific “Dos and Donts” as well as an internal gender-related Incidents Investigation Report template which has been published within the new affiliate kit.

Please refer to part A for more information.



### IV. Company procedure for taking into consideration the VPSHR when establishing relationship with PSC

The VPSHR Rule stipulates that all contracts with Private Security Companies have to include a VPSHR clause requiring PSC to comply with the VPSHR commitments and the Company standards. On August 26, 2020, TotalEnergies' Marketing & Service branch deployed a VPSHR clause to be included in the operation contracts of the Company's service station network. This VPSHR clause must be included in all new contracts, renewals, extensions, and amendments. In 2023, the VPSHR clause was included in more than 4700 contracts.

**4700+**

**CONTRACTS WITH VPSHR CLAUSE INCLUDED**

# C



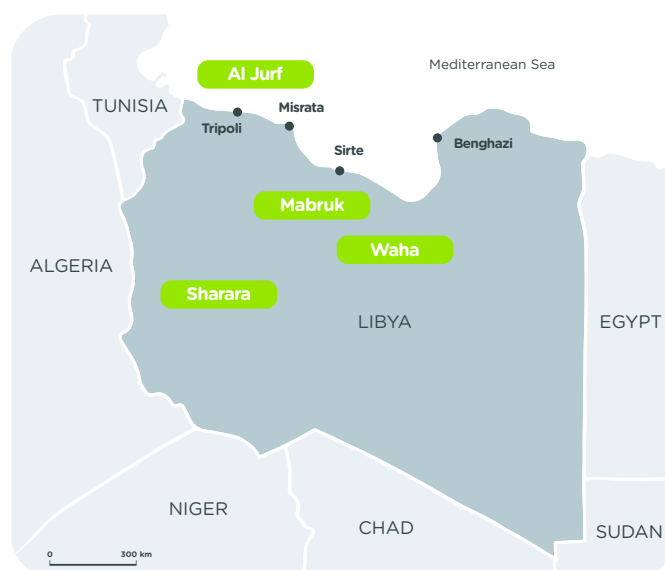
## Country VPSHR Implementation

### LIBYA

#### I. Context

##### TotalEnergies IN LIBYA

The State of Libya (“Libya”) is resource-rich, endowed with hydrocarbon resources and its economy is mainly based on petroleum, holding 3% of the world’s proven crude oil reserves. The Company has been active in Libya since 1956 through its affiliate TotalEnergies Exploration and Production in Libya (“TEPL”). TotalEnergies is an important player in the country thanks to its participation in the Waha fields, the offshore oil production on Al Jurf and its participation in the Sharara fields, in the Southwest of the country. TotalEnergies has also a presence on the onshore Mabruk field, whose facilities were destroyed by a terrorist attack in February 2015 and is currently being re-instated. Those assets are operated by operating companies controlled by the National Oil Company (“NOC”). The Company’s ambition is to develop in parallel the renewable energy sector.



In 2022, TotalEnergies signed with the power producer General Electricity Company of Libya (“GECOL”) and the Renewable Energy Authority of Libya (“REAOL”) an Implementation Contract setting the main commercial terms for a solar photovoltaic project in Misrata area with a capacity of 500 MWp.

## THE SECURITY AND HUMAN RIGHTS SITUATION IN LIBYA

According to the Verisk Maplecroft's Security Forces and Human Rights index, although Libya has a strong legal framework, the outcome of the index makes it the 15th riskiest country in the world and the 4th in Middle East and North Africa region.

The country has ratified or signed thirteen out of eighteen relevant treaties in security and human rights field (e.g., *Geneva Conventions and Protocols*, *Montreux Document*, *Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment*, *Convention for the Protection of all Persons from Enforced Disappearance*, etc). The country's domestic legislation meets international standards, the right to life is protected, torture and other cruel, inhuman, or degrading punishment is prohibited as well as arbitrary arrest or detention in all circumstances.

Libya faces numerous political, economic, human rights and security challenges and has been in political transition phase since 2011. The country possesses extensive oil and gas reserves, making it a key player in Africa's economic landscape. However, ongoing instability has severely impacted its economy. There are numerous reports that actors have exploited this context to perpetrate violations of Human Rights and International Humanitarian Law, impacting vulnerable groups.

### SECURITY FORCES AND HUMAN RIGHTS

The index measures the effectiveness of state security forces as well as the involvement of both state and private security forces in human rights violations. Violations of the human rights by security forces include arbitrary arrests and detentions, extrajudicial killings, enforced disappearances, and torture or other ill-treatment of individuals.

## RELATIONS WITH PRIVATE SECURITY COMPANIES (PSC)

TEPL entered into service contracts with PSC for security provisioning of its facilities. These contracts are carefully drafted and include stringent Human Rights measures. Since 2023, PSC must partner with local firm as subcontractors to operate in Libya as the Libyan Facilities Security Authority ("FSA") has announced the applicability of a law governing private security adopted in 2012 but not implemented until now.

The legislation is strict, and the licensing conditions are carefully supervised. At site level, all security actors receive VPSHR training before being deployed – which is conducted by the affiliate security team to ensure quality control, and screening for past Human Rights abuses is carried out. Moreover, TEPL Security Team can evaluate the PSC performances' compliance with the VPSHR through ongoing meetings with the PSC management.

## II. Policies and procedures

### INTERNAL POLICIES

Ensuring that TEPL's internal policies and procedure align with internationally recognized Human Rights Standards and the VPSHR involves implementing procedures that prioritize the protection and respect of individual's rights while maintaining the security of our operations. TEPL's internal policy is consistent

with the Company's VPSHR Rule, including the conduct of risk-assessments, providing appropriate training, establishing grievance mechanism, collaborating with relevant stakeholders to address security concerns without compromising Human Rights standards. The procedures established by

TEPL serve as a foundational framework for future projects across the country to effectively leverage past experiences to optimize future endeavours, promoting organizational cohesion and enhancing overall performance.

Further commitments in this area are set out in TEPL's Security Policy and TotalEnergies' Code of Conduct.

## HEIGHTENED HUMAN RIGHTS DUE DILIGENCE

Since Companies activities in conflict-affected areas cannot be without impact, TotalEnergies is committed to conduct Heightened Human Rights Due Diligence (HHRDD) on an ongoing basis by identifying potential and actual impacts on people and context. TEPL is accompanying the Joint-Ventures activities in this process. On the other side, as a preparatory phase of the solar photovoltaic project, the Company's Gas, Renewables and Power branch Human Rights team has undergone a first conflict-analysis and Human Rights Self-Assessment and Screening (SAS) within which the VPSHR were fully considered. In line with the United Nations Guiding Principles and as a preventive measure it has been decided to carry out a conflict sensitivity analysis and to conduct a HHRDD for which Security and Human Rights – as one of the salient issues for the Company<sup>4</sup>, has been fully included. Company Security is in line with all the recommendations issued by the reports.

4. See TotalEnergies' Human Rights Briefing Paper for more information on salient Human Rights issues. [Human rights | TotalEnergies.com](#)

## ESTABLISHMENT OF FORMALISED RELATIONSHIPS WITH SECURITY ACTORS

In 2023, in application of the Company VPSHR Rule, TEPL has contractually formalized relationship with PSC for security provisioning of facilities and escorts. Respect for the Universal Declaration of Human Rights, the Voluntary Principles on Security

and Human Rights, internationally recognized Human Rights Standards and International Humanitarian Law is fully included in contractual documents – through which all personnel adhere to.

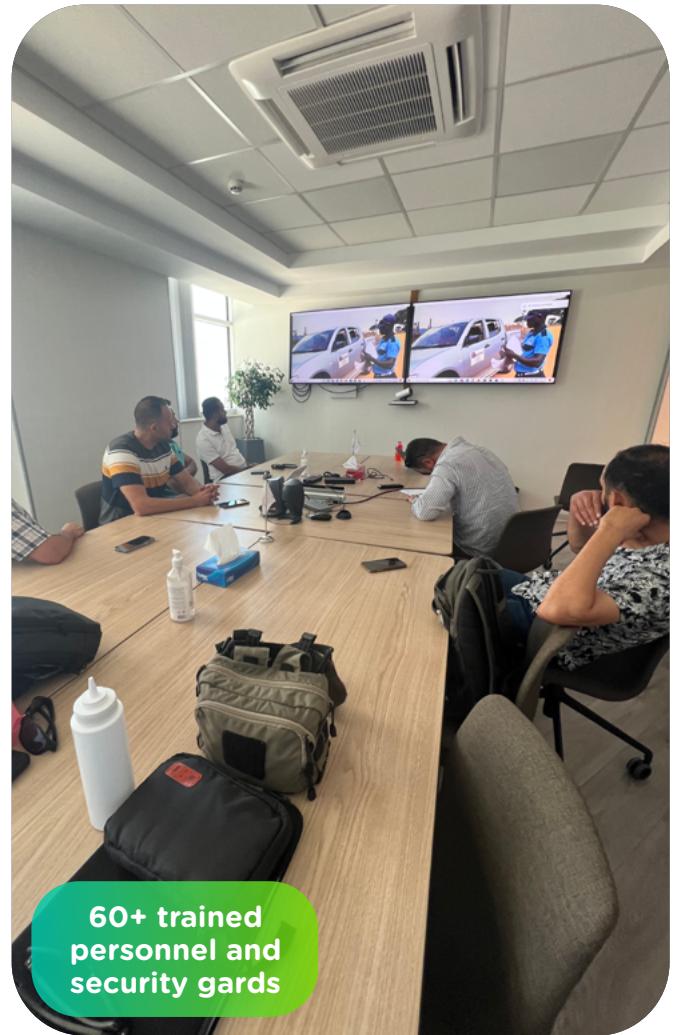
## III. VPSHR Trainings

The sensitivity of the context underscores the importance of providing in-depth VPSHR trainings to the whole staff, including personnel not directly involved in their implementation. TEPL provides VPSHR trainings to PSC personnel covering several modules such as the Respect for Human Rights, International Humanitarian Law, the Use of Force, Management and Reporting of Incidents as well as Grievance Mechanism. The sessions are conducted

in Arabic to enhance comprehension, facilitate effective communication, foster a sense of inclusivity, and promote cultural understanding and respect. Furthermore, the VPSHR sessions are closed by some quizzes/case study videos and discussions around real-life scenarios to help assess understanding, identify areas for improvement, encourage active participation and enhance retention of information through practical application.

Between 2022 and 2023, TEPL conducted 8 such trainings sessions benefitting more than 60 attendees including the management, the collaborators and PSC guards. Moreover, the affiliate has put in place a Train-the-Trainer system to enhance scalability and sustainability by empowering proficient instructors to disseminate knowledge effectively, thereby fostering a culture of continuous learning and skill development.

In a continuous effort to improve the VPSHR training program, the affiliate is looking forward to partnering with another VPI member company to launch a partnership with an NGO to deliver sessions to our local partners and promote the VPSHR through the NOC. This demonstrates both VPI members companies' commitment to fostering a culture of respect by sharing their knowledge and their eagerness to engage in meaningful partnerships by associating with an NGO on this topic. This partnership will undoubtedly aim facilitating mutual learning, enhance collaboration, and contribute to the collective effort of promoting and protecting Human Rights of local communities. At entity level, VPSHR promotion is carried out through workshops.



## IV. VPSHR Incidents Reporting and Management

In 2023, recognizing the collective awareness and vigilance among all security actors regarding the issues, including their understanding and application of the use of force continuum, no security incident with Human Rights implication related to the intervention of Private Security Companies employees at TEPL facilities have arisen. Strong procedures, active participation into VPSHR ADRA Campaigns the

previous years as well as the quality of trainings delivered to security actors helped preventing the occurrence of such situation. Nonetheless, procedures stand ready to comprehensively address any potential incident, ensuring the preservation of Human Rights and minimizing adverse impacts on involved parties.



# VPSHR TRAINING AND SUPPORT MISSION IN UGANDA

## I. Context

### TotalEnergies IN UGANDA: THE TILENGA PROJECT

Uganda's Lake Albert region boasts significant oil resources currently being developed, notably through the Tilenga project ("the Project") by TotalEnergies Exploration & Production Uganda ("TEPU").

Please refer to [the Project website](#) for more information.



### ESTABLISHMENT OF FORMALISED RELATIONSHIPS WITH SECURITY ACTORS

In application of the Company VPSHR Rule, TEPU has contractually formalized relationship with PSC for the provision of security for its people and assets and is working on a dedicated Protocol with the Ugandan GSF that fully incorporates the VPSHR.

## II. VPSHR Training and Promotion

Committed to upholding the highest VPSHR standards, TEPU, as highlighted in the 2021 Annual Report, continuously organizes VPSHR training, and refreshments for PSC personnel and GSF.

In 2023, VPSHR trainings benefitted 1840 PSC personnel and 258 GSF. This ensures no security personnel deployment without prior training.





In September 2023, the affiliate deployed the new VPSHR affiliate kit materials through interactive sessions with numerous attendees. A VPSHR training and support mission was conducted at this time to enable a total of 6 VPSHR training sessions benefitting 323 attendees.

**323**  
 TRAINED PERSONNEL,  
 STAKEHOLDERS, OFFICERS  
 AND SECURITY GUARDS

## VPSHR SESSION FOR PSC TRAINEES AT ENTEBBE

While TEPU is currently providing VPSHR trainings to all its PSC dedicated personnel, all the PSC companies that are working for TEPU recognizes the importance of extending these opportunities for all their personnel. TEPU was then able to organize a specific training in the Entebbe training camp for one of the PSC to train their youngest trainees. The attendees had already completed the physical stage of their training curriculum and were about to start the theoretical part. Human Rights were discussed at an induction level only. It has been planned to focus the session mainly on a complete and comprehensive Human Rights module based on different use-of-force scenarios. By receiving a VPSHR induction at this stage of their training,

the trainees will not only be better prepared for their immediate roles but will also develop the necessary skills to navigate complex situations with sensitivity and respect for Human Rights. This initiative is particularly crucial given the potential deployment within energy sector companies facilities in the future.

The 3-hour session in Entebbe benefitted a total of 95 attendees, including the PSC senior trainers. Each participant received a VPSHR leaflet tailored for PSC personnel.

**95**  
 TRAINED SECURITY  
 GUARDS

## VPSHR TRAINING SESSIONS AT TEPU BULIISA AND TANGI ACCOMMODATION CAMPS

Two distinct VPSHR Training sessions were provided at Buliisa and Tangi accommodation Camps for both PSC personnel and GSF. The sessions were organized in an interactive way with the objective of enhancing awareness and skills among security personnel, aiming at providing participants with a deeper understanding of Human Rights internationally recognized principles and their application in security operations:



### Understanding Human Rights

Participants were introduced to Human Rights principles through a series of engaging flashcards. By groups, they were asked to identify the specific Human Rights likely to be affected in the course of security provisioning.



### Videos

Participant watched video featuring VPSHR principles and Company's VPSHR top priorities, gaining a deeper understanding of the complexities and challenges associated with respect and protection of Human Rights in security operations.



### Interactive Crosswords Puzzles

After displaying the video, interactive crossword puzzles were used to reinforce learning and engagement. These puzzles incorporated VPSHR implementation-related key terms, participants in groups were given a definition and number of letters and asked to find the key specific terms.



## Identification of specific Human Rights Abuses and Excessive Use of Force

Through reality-based scenarios, participants engaged in role playing, discussions and activities focused on recognizing and categorizing specific Human Rights abuses commonly encountered in security operations. With Flashcards on the Use of Force continuum they were asked to decide in teams if a situation presented excessive Use of Force or not, identifying potential Human Rights violations, and proposing appropriate responses or interventions.



## Image Identification

Through pictures, participants were asked to identify what items could be used to infringe Human Rights during security provisioning, testing their knowledge and understanding of the topic while discussing items from a range of lethal and non-lethal equipment.



## Stereotypes Deconstruction

This activity involved displaying various icons representing roles, activities, and actions. Before initiating the activity, efforts were made to ensure participants felt at ease and understood that there were no right or wrong answers. Participants were asked to raise their hands if they would automatically associate an icon to a gender, and then engage in a discussion to deconstruct this association. By challenging and exploring commonly held gender stereotypes, the activity aimed to promote critical thinking and awareness regarding the diversity of gender roles and identities.

The sessions benefitted a total of 123 attendees at Buliisa Camp and 63 attendees at Tangi Camp, including PSC personnel, Camps Security Stakeholders, GSF (Oil&Gas Police, Army and Uganda Wildlife Authority Rangers). Each participant received a VPSHR leaflet either tailored for PSC personnel or GSF.

# 186

TRAINED PERSONNEL,  
STAKEHOLDERS, OFFICERS  
AND SECURITY GUARDS

## TRAIN-THE-TRAINERS SESSIONS

Train-the-Trainers sessions were delivered to TEPU staff in Kampala as well as Site Security Coordinators, PSC management, operations and security managers and supervisors as well as high level ranking Police and Army in Buliisa. These sessions included a refresher VPSHR training and assessment of the participants' knowledge was conducted through the session to ensure effective learning outcomes. An interactive quiz was set up to

gauge participant's understanding at key intervals, with questions tailored to the content covered in each module. Participants were engaged in discussions prompted by the quiz results, providing opportunity to clarify concepts, address any misconceptions and reinforce learning objectives.

**A total of 26 attendees were trained to train on the VPSHR.**

## COLLABORATIVE APPROACH IN IMPLEMENTING THE VPSHR

As expressed in the 2021 Annual Report, TEPU would welcome the opportunity of a collaborative approach in implementing the VPSHR. The mission provided an opportunity to meet external stakeholders and discuss

the feasibility of setting-up up a working group on security and Human Rights. The idea was welcomed and seems well on the way to finding support and engagement in the future.

# D



## Lessons Learned and Issues

### I. Notable security issues with Human Rights implications

Corporate Security closely monitors incidents globally, revealing a noticeable decline in reported cases, although some are still being brought to its attention. As an example, in countries where we only operate through the Marketing&Services (“M&S”) branch and where the issues at stake are essentially the security of service stations by private security companies, greater vigilance, and reinforcement in terms of monitoring performance in line with the VPSHR is required.

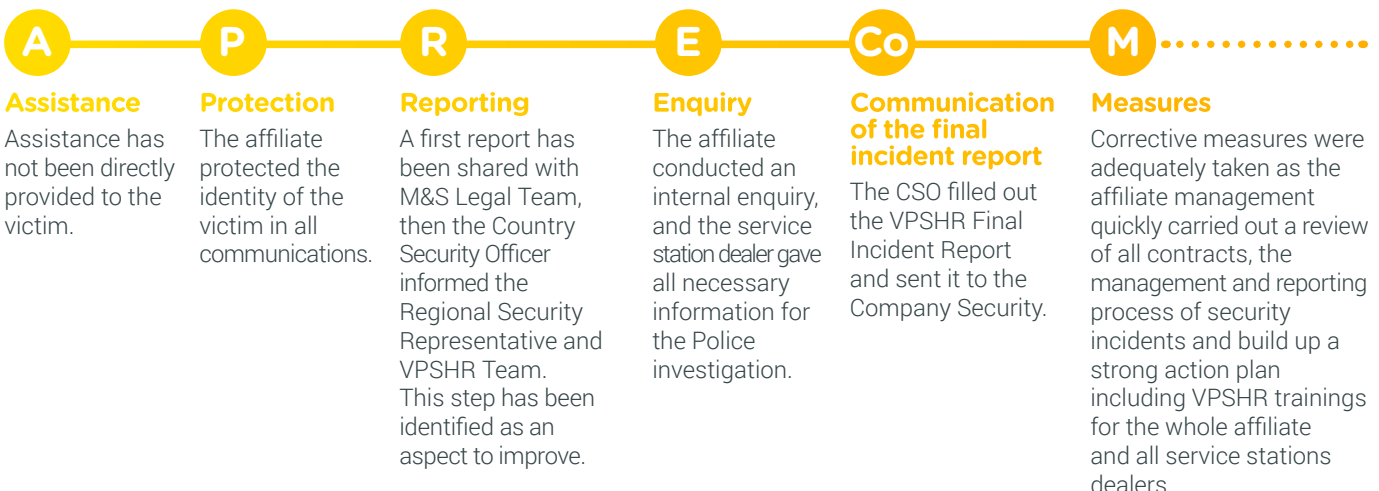
In one of our TotalEnergies Marketing & Services in Kenya (“TEM SK”) service-station, PSC guards decided to approach a person suspected of malicious intent, spotted thrice loitering in the station while looking into customer vehicles. The guards apprehended him and reported

the situation to the local Police and PSC management; however, the Police only intervene the following morning. The supervisor and the security guards were accused of unlawful arrest and holding a suspect for several hours.

TEM SK decided to build up a strong action plan to avoid reiteration of such situation when the apprehension of a suspect is needed. As corrective measures, the affiliate decided to launch a call for tenders to replace the involved PSC and to set up a specific training session that would benefit all security actors. The security guards of the involved PSC participated, and the top management also attend the sessions. Then, a rigorous review of the service station network contracts has been carried out to ensure full inclusion of the VPSHR clause.

#### How has been implemented the APRECoM mnemonic in this case?

For more information regarding the mnemonic, please refer to Part B.



## II. TotalEnergies' blueprint – Our way forward in 2024

In 2024, we will strive to anchor the VPSHR in the security culture by reinforcing our VPSHR activities, work on our weaknesses and improve our overall VPSHR implementation, in accordance with our 2023 action plan. We will strive to implement the following objectives:

- + Strengthen the follow-up of VPSHR action plans as well as the integration of recommendations issued after the annual VPSHR ADRA campaign throughout the year;
- + Build-up a strong security actors and use of force legislation cartography in the countries where the Company operates to better manage the interactions with GSF and PSC at Corporate and local level;
- + Continue to develop partnerships with recognized training organizations that can deliver quality and adapted VPSHR trainings to our 2024 **priority countries** such as Mozambique, Angola, South Africa, Iraq, etc.
- + Increase our intervention and awareness-raising actions at the various management levels within the different branches of the Company;
- + Continue to provide ad-hoc Security Division support to all entities to strengthen VPSHR implementation worldwide.

### **PRIORITY COUNTRIES**

Countries whose VPSHR compliance rate was below 50% and/or whose Risk-Assessment's results has indicated high or extreme risks during the 2023 ADRA Campaign.

### **DEVELOP SPECIFIC INTERACTIVE MATERIALS ON VPSHR**

In 2023, Company Security Division has launched an e-learning training course for Security Managers including a VPSHR module. Development of several VPSHR videos on several subject will also allow the entities to easily sensitized on the VPSHR through dissemination campaigns or workshops.

The Company Security VPSHR coordination will continue its work on the translation of training and communication materials in complementary languages as well as interactive training materials.

### **DEVELOP SPECIFIC SECURITY AND HUMAN RIGHTS GUIDANCES FOR NEW ENTITIES**

The number, disparity and specificity of the Company's new projects lead us to consider new approaches that are more adapted to the operations of each entity in terms of VPSHR implementation. Specific materials have been adapted for Marketing&Services as well as Gas, Renewables & Power branches. Corporate Security will continue its work on specific

materials for new entities, giving them indications to adopt an action plan to align their security standards with those of the Company and to integrate the Company's security reference framework (rules and implementation guide).



## PURSUE ACTIVE COLLABORATION WITH THE OTHER ENERGIES SECTOR COMPANIES BILATERALLY AND WITHIN IPIECA

Aware of the benefits of exchange with other Energies sector companies and the added value of exchanging experience as well as peer learning workshops on Security and Human Rights, TotalEnergies will continue to engage with IPIECA's Social Responsibility Groups and Task Forces. The Company will also actively identify opportunities and

potential synergies with other companies to better implement responsible security operations such as establishment of VPSHR group works in the countries where Security and Human Rights are recognized as a salient issue.

**Denis FAVIER**  
Senior Vice-President Security



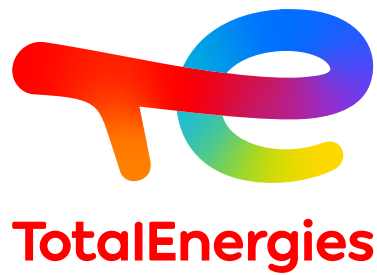


**TotalEnergies is a broad energy company**

that produces and markets energies on a global scale: oil and biofuels, natural gas and green gases, renewables and electricity.

Our 105,000 employees are committed to energy that is ever more affordable, clean, reliable and accessible to as many people as possible.

Active in more than 130 countries, TotalEnergies puts sustainable development in all its dimensions at the heart of its projects and operations to contribute to the well-being of people.



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