

Voluntary Principles on Security and Human Rights

Let's Talk! is aimed at providing information to Civil Society Organisations (CSOs) and Non-Government Organisations (NGOs) on thematic topics relating to the oil & gas industry. In this latest edition, we will focus on Security for the Tilenga Project and the application of the Voluntary Principles for Security and Human Rights (VPHSR).

TotalEnergies joined the VPHSR initiative in March 2012 as a member of the Corporate Pillar and has pledged to implement measures supporting Human Rights in its interactions with security forces. The CEO of TotalEnergies regularly reiterates the importance of respecting Human Rights for the Company. You will find out more about what this means in practice in this edition. We would love to hear from you. Share your feedback, comments and questions with us at:

ep-ngo-human-rights-ugep@totalenergies.com

What are the Voluntary Principles for Security and Human Rights (VPHSR)?

The VPSHR are nonbinding principles which offer guidance to companies in maintaining the safety and security of their operations while ensuring respect for Human Rights and humanitarian law. The principles cover three key elements: Risk assessment; Interaction with public security providers; Interaction with private security providers.

As a member of the VPSHR initiative since 2012, TotalEnergies publishes an annual report setting out challenges, lessons learned and good practices in relation to security and Human Rights. Compliance with international Human Rights standards in its security operations is a priority:

https://sustainable-performance.totalenergies.com/fr/system/files/atoms/files/vpsshr_annual_report_2021_totalenergies.pdf

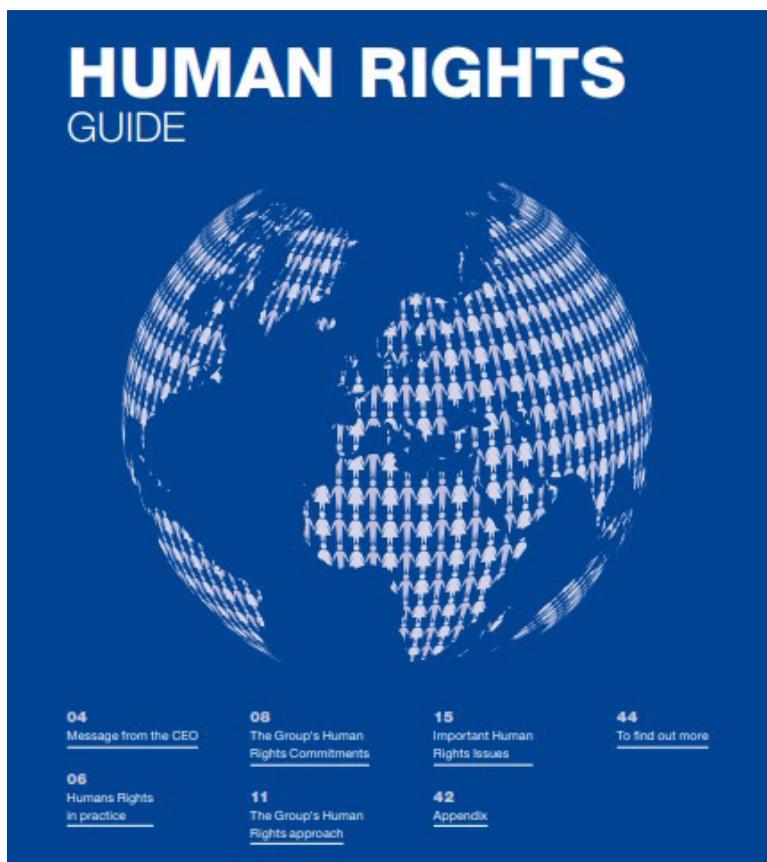


Uganda has ratified or signed relevant treaties in security and Human Rights field including:

Geneva Conventions and Protocols, Montreux Document, Convention against Torture and Other Cruel, Inhuman or Degrading Treatment and Punishment, Convention for the Protection of all Persons from Enforced Disappearance.

Extract from TotalEnergies Human Rights Guide:

Respect for the rights of local communities and other stakeholders by security forces is essential. The Company seeks to prevent incidents when conducting security activities. The Company approach, reiterated in our security policy, is based on internationally recognized Human Rights and industry standards including the Voluntary Principles. These Principles aim to guide business units so that where they provide and ensure provision of operational security this is done in a manner that is consistent with respecting Human Rights.



TotalEnergies is a member of IPIECA, the global oil and gas association dedicated to advancing environmental and social performance across the energy transition. TotalEnergies is active in IPIECA's Responsible Security Task Force which shares experiences, approaches and best practices on VPSHR implementation between companies

In this context TotalEnergies takes part in peer learning workshops on security and human rights, and actively identifies opportunities and potential synergies with other companies to better implement responsible security operations.

Tilenga and the VPSHR – who is who?

Security in TotalEnergies EP Uganda

Under the H3SE department, the Security team is headed by an experienced Country Security Officer with considerable international experience. He is responsible for the Security Management System and ensuring compliance with best international standards and Uganda laws and regulations. The Country Security Officer is seconded by national staff who coordinate and implement security mitigation measures and training for all deployed security personnel in both Kampala and project sites. The Security team also engages with all security stakeholders connected to the project including the Resident District Commissioner (RDC), District Police Commissioner (DPC), District Internal Security Officer (DISO), Ugandan Wildlife Authority (UWA) and others.

What does implementing the VPSHR involve in practice?

Risk Assessments

“The ability to assess accurately risks present in a company’s operating environment is critical to the security of personnel, local communities and assets; the success of the company’s long term operations; and to the promotion and protection of human rights.” *Extract from VPSHR*

Tilenga has carried out a detailed VPSHR Risk Assessment covering the risks associated with the Government and Private Security Forces. An example of risks identified is the interaction of security forces with vulnerable groups including women and girls. This is an area which is currently being given further consideration and training will be developed especially with respect to women’s rights, gender equality and Gender Based Violence.

PUBLIC SECURITY PROVIDER

“Companies have an interest in ensuring that actions taken by governments, particularly the actions of public security providers, are consistent with the protection and promotion of human rights”. *Extract from VPSHR*

The main risks associated with the use of government security forces include potential for misuse of equipment; potential lack of resources or suitable conditions to carry out the assignment in an appropriate manner; as well as potential for disproportionate use of force. Although it obviously has no supervisory or any other form of authority over government security forces, TEPU maintains good working relations with the national Government Security Force units deployed in the Project area.

In 2021, a Memorandum of Understanding (MoU) was negotiated and this is expected to be signed in 2022. This MoU gives the Project a clear framework for continuous engagement on VPSHR.

Government commits not to deploy commanders of units who have been held guilty in the past of human rights abuses and appropriate background checks must be carried out before deployment to the Project area.

TEPU carries out VPSHR and Human Rights training to all Government Security Forces deployed in the area. In its discussions with Government Security Forces TEPU continuously insists on the right of Civil Society Organizations, Non-Governmental Organizations, media representative and Human Rights Defenders to express themselves freely. Specific training of field officers on the risks linked to the use of force or abuse during protests or riots by community members has been held. Continuous dialogue assists in anticipating security and Human Rights risks and helping to diffuse tense situations.

PRIVATE SECURITY PROVIDER

“Where host governments are unable or unwilling to provide adequate security to protect a company’s personnel or assets, it may be necessary to engage private security providers as a complement to public security. In this context, private security may have to coordinate with state forces, to carry weapons and to consider the defensive use of force.” *Extract from VPSHR*

Private security companies are carefully selected and staff working for them are screened to ensure that no one is knowingly employed who has been found guilty of Human Rights violations.

Wisely drafted contracts include a commitment to conform with the requirements of the international standards ISO 18788:2015 Management system for private security, and to comply with the United Nations Guiding Principles on Human Rights and the Voluntary Principles on Security and Human Rights in addition to national laws and regulations. Like all of TEPU’s contractors, Private Security Providers have to abide by TotalEnergies’ Fundamental Principles of Purchasing, which include respect for international Human Rights standards.

The contracts with Private Security Providers also contain requirements related to the VPSHR and relevant UN standards for law enforcement officials and the use of force.

All security guards receive VPSHR training, conducted by TEPU internal security team before being deployed with regular follow up sessions.

TEPU supervisors both in Kampala and onsite oversee daily security activities providing assistance and guidance where necessary and ensuring constant dialogue.

No private security company personnel working for the Tilenga Project or for TEPU may carry a firearm.



“TotalEnergies provided training specifically VPSHR (Voluntary Principles of Security and Human Rights) for all our staff who are currently working In the project and they have also built capacity of our inhouse trainers” **Robinson Mwenda, Country Director, KK Security**



Tools for Implementing VPHSR

Memorandum of Understanding (MoU)

A tool which is often used by the extractive industry worldwide to ensure clarity around the respective roles of companies, their contractors and security forces is the signature of an MoU. While these take time and effort to establish, they can be highly effective in promoting successful implementation of the voluntary principles.

They reflect a trusting relationship with the public security provider and include joint pledges. By clarifying the respective roles of different actors and setting out security policies and procedures a concrete impact can be made ensuring that best practices are respected.

Specifically, in terms of equipment transfer, an MoU can provide an appropriate framework for company assistance. It can also be used to agree training programs and vetting and monitoring systems.

Clauses found in a typical extractive industries MoU

- Identification of parties
- Principles of coordination
- Nature of security operations and implementation procedures
- Observance of recognized international standards
- Skills and training
- Indemnification
- Equipment made available
- Operational necessities
- Behavior of the parties
- Organization of the monitoring committee
- Term of the memorandum
- Confidentiality
- Dispute resolution

Ongoing Dialogue

With respect to both public and private security TEPU privileges ongoing dialogue. Good communications and patient building of trust over time is key. Such cooperation provides the platform which allows TEPU's security team to foresee potential disagreements or tensions and to act before they materialize.

Strong collaboration with the Project's Social Department and Community Liaison Officers is also important for mitigating the risks of intervention by Government Security Forces during community protests.

Continuous Improvement

TEPU is in the process of strengthening materials with messages on combatting gender-based violence, freedom of expression and the rights of Human Rights Defenders, as well as the importance of recording and addressing complaints. For example, specific training materials are being prepared for security forces in relation to gender and vulnerable groups. The aim is to ensure that security forces working with the Project are sensitized to the particular needs of these groups.

Grievances

While complaints with respect to Public and Private security forces should normally be channeled directly through those organizations, the Tilenga Project's grievance mechanism is also available for community members to report misconduct associated with the Project by any actor. Even where the Project is not responsible for the underlying misconduct, it still has a role to play.

A deep dive into VPSHR Training

VPSHR training uses animated videos providing concrete illustrations of common scenarios. The training is organized on a permanent basis to ensure that all deployed security personnel received the message before or immediately upon mobilisation at site. Awareness refreshers are part of all engagements at site, and everyone is made aware of the importance of this matter for the communities, for the Project and for the country's interest.

The trainings consist of sessions where a trainer explains in detail the commitments made under VPSHR: Respect of communities, understanding the risks of security work, how to manage tense situations including disgruntled members of the public, consideration for vulnerable people, etc. In sum, how to behave and how to defuse and react to any possible incident.

Theoretical messages are first delivered in simple words. Local scenarios and examples are then raised and a Quiz is used at the end of the session. Videos are played and interaction with attendees is favoured to ensure the understanding of the audience.

It is important to that many trainees have never followed VPSHR training courses in the past and the messages given tend to be very well received and appreciated.



Some figures for 2021

26

VPSHR trainings sessions

123

Government Security Force members trained

349

Private Security Company guards trained

Speak Up

In 2021 TotalEnergies Uganda held a Business Ethics Day with the theme “Train Up to Speak Up” to encourage staff to acquire — through ethics, compliance and human rights trainings, the necessary knowledge and confidence to speak up when they witness misconduct.

Key Features of TEPU’s Tilenga VPSHR Training

- 3 modules: overview of VPSHR; respecting Human Rights; and implementing VPSHR
- covers relevant TotalEnergies standards, international Human Rights standards and provides references to useful NGO websites and materials on Human Rights and VPSHR
- explains reasons behind VPSHR and how they help businesses meet Human Rights and security challenges
- presents scenarios and shows how VPSHR guidelines can help prevent abuses
- explains the different responsibilities of companies
- is supported by three animated videos that provide concrete illustrations

Click on the links
below to find out more



Or Visit our Let's Talk Resource Centre at:

TotalEnergies Code of Conduct:

https://corporate.totalenergies.de/de/system/files/atoms/files/total_code_of_conduct.pdf

TotalEnergies Human Rights Guide:

https://totalenergies.com/sites/g/files/nytnzq121/files/atoms/files/human_rights_internal_guide_v_a.pdf

TotalEnergies Human Rights Briefing Paper:

https://totalenergies.com/sites/g/files/nytnzq121/files/atoms/files/human_rights_-_briefing_paper_update.pdf

TotalEnergies Sustainable Performance Wepages:

<https://sustainable-performance.totalenergies.com/en> Voluntary Principles of Security and Human Rights: <https://www.voluntaryprinciples.org/>

Geneva Conventions and Protocols:

<https://www.icrc.org/en/document/geneva-conventions-1949-additional-protocols>

United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, and Code of Conduct for Law Enforcement Officials adopted by General Assembly resolution 34/169 of 17 December 1979, available from:

<http://www.ohchr.org/EN/ProfessionalInterest/Pages/LawEnforcementOfficials.aspx>

ISO 18788:2015 Management system for private security:

<https://www.iso.org/standard/63380.html>

International Code of Conduct for Private Security Service Providers (ICoC) (11/2010)



TotalEnergies

TotalEnergies EP Uganda, Course View Towers, Plot 21, Yusuf Lule Road,
P. O. Box 34867, Kampala-Uganda Tel: +256 (0) 312 426 000
Email: EP-NGO-HumanRights-UGEP@totalenergies.com. Website: [NGOs: LET'S TALK! | TotalEnergies in Uganda](#)

"This publication is intended for information purposes only and must not be reproduced without the authorization of TotalEnergies EP Uganda "