

CHARTER

OF PRINCIPLES AND GUIDELINES REGARDING INDIGENOUS AND TRIBAL PEOPLES

➤ As stated in its Code of Conduct and in accordance with the principles of the "Total Attitude": Listening and Mutual support, Cross Functionality and Boldness, Total respects within its sphere of activities the culture, values and lifestyle of the local communities, and contributes to their economical development while carrying out its business.

Aware of the Indigenous Peoples' specificity, Total considers the International Labour Organization (ILO) principles as the accurate international standards in this domain. In addition, Total acknowledges the criteria provided by the United Nations Development Programme (UNDP) and the World Bank standards to characterize Indigenous Peoples, such as historical and geographical "*pre-existence*", "*non dominance*", "*cultural difference*" and "*self identification*".

Total therefore endeavours to know and understand the legitimate requirements of the communities living in its affiliate's sphere of activities, in a way that respects the sovereignty of nations and honours these Principles.

➤ In line with these Principles and applicable legal standards, while dealing with Indigenous and Tribal Peoples, the Total Affiliates shall:

- Call on independent expertise to identify within its historical and cultural context indigenous community and to assess its specificity, values and needs,
- Engage an ongoing dialogue with the indigenous peoples' representatives and the competent government bodies,
- Follow the highest national and international applicable standards such as the ILO and UNDP guidelines when implementing programmes designed to develop the local economy.

And as appropriate, the Total Affiliates shall:

- Consult with the Indigenous and Tribal peoples and their representatives through the procedures established by host governments, as recommended by ILO standards such as the Convention 169, and in this respect:
 - Dialogue with the communities in order to understand their goals, needs, values and constraints,
 - Communicate plans of the operations to the indigenous groups through presentations and local meetings,
 - Inform the indigenous groups about the development of the project,
- Work with all the stakeholders so that the overall impact of the project is considered as positive :
 - Develop a specific socio-economic program in the respect of indigenous groups' way of life,
 - Encourage the employment of indigenous personnel in the respect of their culture,
 - Address the specific needs of indigenous children and, within its sphere of activities, protect them from economic exploitation.



Christophe de MARGERIE
Chairman and Chief Executive Officer

