

OMV Human Rights Policy Statement

June 2007

The OMV Human Rights Policy Statement is based upon the Code of Conduct to determine in principle our understanding and responsibility regarding Human Rights within our business environment.

As a signatory to the UN Global Compact, OMV regards human rights as universal values which guide our conduct in all spheres of our activities. OMV respects, fulfils and supports the fulfilment of human rights as contained in the Universal Declaration of Human Rights and in internationally recognised treaties, including those of the International Labour Organization. We consider human rights as an essential expression of the social pillar of Corporate Social Responsibility to which OMV adheres.

Human rights cover a wide range of aspects of social, economic and political life and are comprehensive in nature. They protect human dignity on an equal basis and serve to meet the needs of human beings. As interests and needs of different groups and actors are different, OMV considers and applies human rights as a way of balancing the interests and needs of all relevant stakeholders in a practical and culturally sensitive way.

While governments have the primary responsibility for realizing human rights, OMV has accepted responsibilities to respect, fulfil and support the fulfilment of human rights within its sphere of influence and not to become complicit in human rights violations, as understood under current international law.

OMV has mapped its human rights responsibilities in a comprehensive Human Rights which is in line with the UN Global Compact / Business Leader Initiative on Human Rights (BLIHR) Matrix. It constitutes the basis for our activities in the field of human rights. This includes the particularly sensitive areas of indigenous peoples' rights and of security arrangements involving armed forces. We recognize that we share the goals of the Voluntary Principles of Security and Human Rights.

In meeting our human rights responsibilities, OMV acts in strict compliance with applicable national law. Where national law falls short of OMV standards, based on

international human rights law, OMV is guided by its higher standards unless this is forbidden by law.

OMV's sphere of influence includes individuals and groups to whom we have a certain political, contractual, economic or geographic proximity. The concrete responsibilities depend on the business context, the human rights issues at stake as well as the available alternative options.

They are strongest with our employees whose human rights we respect and fulfil through adequate policies and programs. Where OMV has an asset equity share of 50% or greater or has a controlling interest, OMV has a direct responsibility to respect and fulfil human rights and to support their fulfilment. Where OMV is the designated operator on behalf of a consortium it has a responsibility to respect the human rights of the people in the surrounding communities as well as, in agreement with its partners, to support the fulfilment of their rights.

Furthermore, OMV uses its influence so that business partners in consortia as well as its suppliers and contractors comply with human rights standards. Lastly, OMV is aware of its responsibilities to support the fulfilment of human rights in the wider society.

OMV monitors implementation of its human rights policy and reports on it in line with international reporting guidelines.