



LIQUEFIED NATURAL GAS LIMITED

Human Resources Policy

26 June 2015

Liquefied Natural Gas Limited

Human Resources Policy

This policy is a key part of Liquefied Natural Gas Limited's ("LNGL" or the "Company") strategy and reflects the Company's values and expected behaviors contained in our Business Principles.

Everyone who works for and with LNGL - employee, contractor, partner or supplier ("Workforce") - has responsibility for adhering to our Business Principles and, thus, this Policy. Read this Policy in conjunction with LNGL's Business Principles, other policies and related guidance, which establish governance of the Company.

1. Human Resources Policy

We aim to provide an employment environment that is fair, supportive, encourages development, and free of harassment of any kind.

The safety, expertise, integrity and creativity of LNGL's Workforce is central to sustainable business success.

2. Policy implementation

To deliver a valued employment proposition, LNGL shall:

- Conduct an Annual Performance Review (APR) with all employees, enabling meaningful dialogue and feedback between employees and their line manager on the delivery of annual goals and objectives;
- Provide employees with career development advice;
- Make clear the behaviors that are expected of the Workforce in carrying out their work;
- Create an environment where the Workforce are able to conduct business without discrimination or harassment of any kind;
- Actively seek the Workforce's views and feedback using appropriate communication channels;
- Promote Workforce health and wellbeing;
- Conduct recruitment based on fair and objective assessment criteria to create equal opportunity for all candidates within our diverse employment pool;
- Operate an objective and fair process for dealing with legitimate Workforce grievances; and
- Provide the Workforce access to training to enable them to perform their duties competently.

When working for LNGL companies, the Workforce must:

- Work in accordance with all applicable HR procedures and guidelines;
- Act in a way that is in the interests of LNGL and avoid bringing LNGL into legal challenge or disrepute;
- Treat people with fairness, decency and respect in accordance with LNGL expected

behaviors;

- Familiarize themselves with the accountabilities of their role and seek guidance whenever they are unsure about them;
- Actively participate in the APR, taking ownership of their personal development and career progression; and
- Only perform duties that are within their area of accountability and their level of competence, with due diligence and care, ensuring that they are appropriately qualified and trained for the task, or appropriately supervised and guided.

3. Management Responsibility

The VP Human Resources is responsible for implementation and maintenance of this Policy.

4. Applicability -

Every employee, director or officer of every wholly owned LNGL company and in every joint venture company under LNGL control must follow this Policy. We apply this Policy in all joint operations where LNGL is the operator. When participating in joint venture companies not under LNGL control we encourage the adoption of a similar policy.

Contractors and consultants are required to act consistent with this Policy when working for LNGL companies as our agent, on our behalf or in our name on any business activity including when delivering outsourced services.

Breach of a LNGL Policy may result in disciplinary action, up to and including dismissal. LNGL reserves the right to amend or update this Policy as required from time-to-time.