



Human Rights Policy

Hess Corporation is committed to protecting the health and safety of our employees and neighbors, safeguarding the environment, creating a sustainable positive impact in our host communities and respecting all human rights where we operate.

While governments have the principal role in protecting human rights, we believe that our company can and should respect and advance human rights in our sphere of influence. We recognize that we often operate in politically challenging and complex environments. We believe that this also presents us with an opportunity to make positive and lasting contributions in the areas of governance, transparency, respect for the rule of law and social and economic development.

Hess has endorsed and participates in international voluntary initiatives designed to protect the environment, promote human rights and encourage financial transparency, including the United Nations Global Compact (UNGC), the Voluntary Principles on Security and Human Rights (VPs) and the Extractive Industries Transparency Initiative (EITI). We endorse and respect the Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We provide training to employees, as appropriate, to enhance our compliance with these frameworks.

Labor Practices

We do not permit the employment of under-age children in our workforce or the use of forced or compulsory labor in any of our global operations.

We recognize and respect our employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and customs.

We are committed to diversity and provide equal employment opportunities to all employees and job applicants regardless of race, color, sex, age, sexual orientation, creed, national origin or disability.

We do not tolerate any form of workplace harassment, including sexual harassment of an employee or employment candidate.

Security

Providing security for our employees and operations presents special challenges in areas where the rule of law and human rights standards are weak. We utilize private security providers wherever possible. However, in some countries we cannot avoid working with local military or law enforcement with respect to personal and operational security. We strive to educate private and public security providers regarding our commitment to respecting human rights, including through proportionate use of force.

Supply Chain

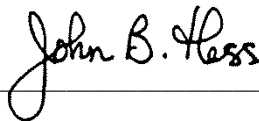
We are committed to a strong and diverse supplier network which supports our goal of making a positive contribution in the communities where we do business. We expect contractors and suppliers to respect our voluntary commitments, Code of Business Conduct and Ethics, and Environment, Health and Safety, Social Responsibility and related policies.

Community Engagement and Social Development

We recognize that our operations can create a significant economic and social impact. Where we operate, we actively engage with civil society, local communities and host governments to secure a social license to operate. Where appropriate, we support programs that make a lasting and positive impact on education, health and community development. Our approach to program design is to engage stakeholders early on to understand their priorities and involve them in program development, implementation and assessment.

We respect the rights of the communities where we operate, including indigenous peoples, and conduct appropriate due diligence. We believe that early, proactive stakeholder consultation is beneficial to both the company and the community and makes for high-impact, sustainable outcomes.

The Company routinely monitors, assesses and reports on our conformity with this policy. We require all employees to comply with this Policy and related directives and policies. We are working to ensure that our contractors and suppliers respect this policy.



John B. Hess
Chief Executive Officer