

Human Rights Awareness Training– Storyboard

Notes for Reviewers:

- Please focus on the **accuracy** and **completeness** of the content during this review cycle. “Page breaks” for the online course will be adjusted after the content is edited.
- Questions for reviewers are indicated with **green highlighting**. All questions will need to be resolved before programming can begin.
- Remember, the text in the left column will be narrated audio. Also, the text font for the training is Open Sans.
 - There will be “connecting” words and phrases that would not appear in a written procedure. If the wording seems awkward to you, try reading the text aloud to see how it fits, then make changes if it still seems necessary.
 - Formatting is merely to aid the voiceover talent: remember, learners will hear – not see – this text.
 - Capitalization is not important in the left column, but is very important in the next column, “On Screen Text.”
- Use the Table of Contents on the next page for ease of navigation.
- Optional Tip: Hiding the top and bottom margins of this document (double-clicking between the pages to “Hide/Show White Space”) will enable you to go through the storyboard more smoothly.

Audience:

- This training is for the employees of Company X to provide an overview of the company’s position of Human Rights, its importance to the business, and their approach to managing potential Human Rights issues.

Training Time:


- Approximately 45 minutes



Lesson Objectives:

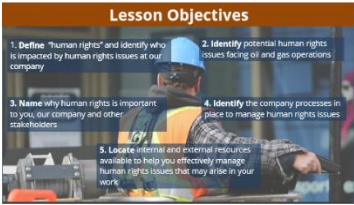
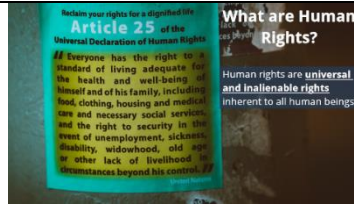
- 1. Define “human rights” and identify who is impacted by human rights issues at our company
- 2. Identify potential human rights issues facing oil and gas operations
- 3. Name why human rights is important to you, our company and other stakeholders
- 4. Identify the company processes in place to manage human rights issues
- 5. Locate internal and external resources available to help you effectively manage human rights issues that may arise in your work.

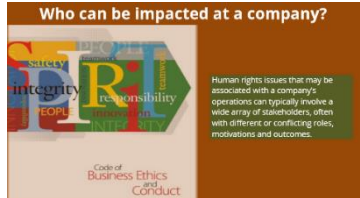

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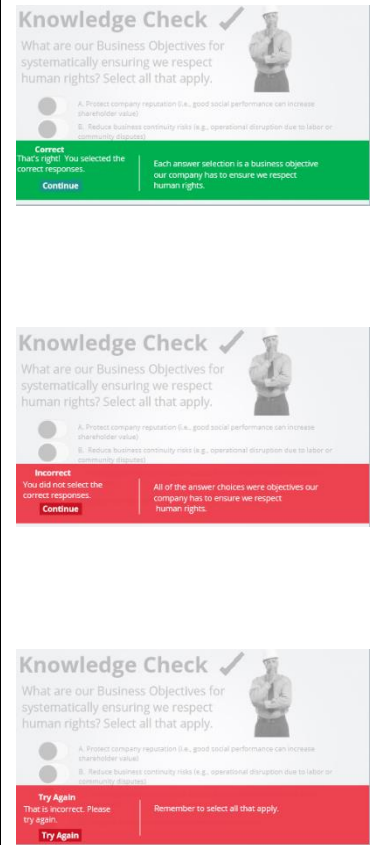
Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
1	<p>Welcome</p> <p>Welcome to the Human Rights Awareness Training. If you would like to learn how to navigate this course, click on the Navigation button. To go straight to the course, click start course.</p>	Human Rights Awareness Training	 <p>-Stock photo of sign saying something in regards to Human Rights</p>	<p>Start Course Button</p> <ul style="list-style-type: none"> -disable until audio completes on timeline -change state to visited (gray) when clicked on -link to “Our Company's Position” slide when clicked on -appears on screen in sync with audio -orange color button with white words <p>Navigation Button</p> <ul style="list-style-type: none"> -disable until audio completes on timeline -change state to visited (gray) when clicked on -link to “Navigation Slide” when clicked on -appears on screen in sync with audio -orange color button with white words <p>White title that appears in sync with audio</p>

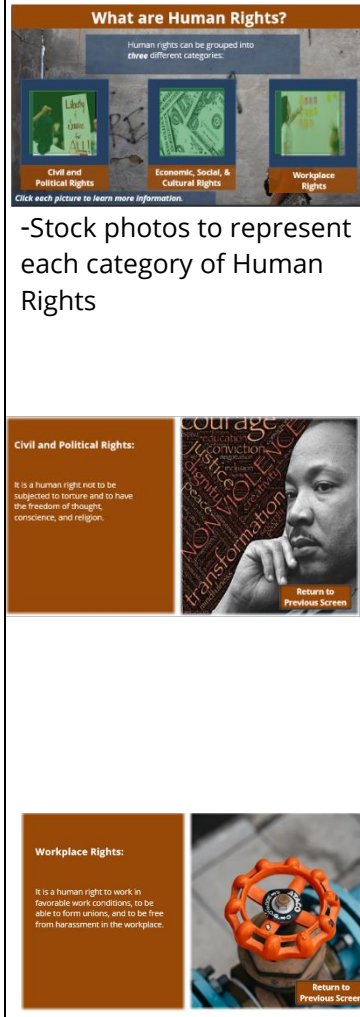
Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
2	<p>Navigating Through The Course</p> <p>To navigate to the next screen, click the next button. To navigate to the previous screen, click the previous button. You can control the volume by clicking here. If you want to pause the audio, press this button. Lastly, you can find your menu on the left side of your screen. When you are done reviewing how to navigate through the course, you can click the next button to start.</p>	Navigating Through The Course	 <p>-Stock photo of worker in hard hat with arrows pointing to the navigation tools</p>	<p>Next Button</p> <p>-disabled until audio ends on timeline</p> <p>Previous Button</p> <p>Yellow Arrows</p> <p>-pointing to the navigation tools</p> <p>-appear in sync with audio</p>
3	<p>Our Company's Position</p> <p>We here at Corporation X want you to know that this module has been developed to provide an overview of the company's position on human rights, its importance to our business, and our approach to managing potential human rights issues. You are encouraged to also review the Sustainable Development Practice and Risk Assessment to better understand human rights risks. In the event of a discrepancy between this Computer Based Test and the company's human rights position or related processes, the commitments and practices outlined in the company's position and related processes shall apply.</p>	<p>Our Company's Position</p> <p>You are encouraged to also review the Sustainable Development Practice and Risk Assessment in our employee handbook to better understand human rights risks.</p>	 <p>-Stock photo of a hard hat on the ground</p>	<p>Next Button</p> <p>-disabled until audio ends on timeline</p> <p>Previous Button</p> <p>Rectangle box</p> <p>- blue color with 37% transparency</p> <p>-White words</p> <p>-Appears on screen in sync with audio</p> <p>-place to the left of the hard hat</p>


Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
4	<p>Lesson Objectives</p> <p>There are five Lesson Objectives for this training. By the end of this course, you will be able to define “human rights” and identify who is impacted by human rights issues at our company, identify potential human rights issues facing oil and gas operations, name why human rights is important to you, our company and other stakeholders, identify the company processes in place to manage human rights issues, and locate internal and external resources available to help you effectively manage human rights issues that may arise in your work.</p>	<p>1. Define “human rights” and identify who is impacted by human rights issues at our company</p> <p>2. Identify potential human rights issues facing oil and gas operations</p> <p>3. Name why human rights is important to you, our company and other stakeholders</p> <p>4. Identify the company processes in place to manage human rights issues</p> <p>5. Locate internal and external resources available to help you effectively manage human rights issues that may arise in your work.</p>	 <p>-Stock photo of worker in hard hat at gas company</p>	<p>Next Button</p> <p>-disabled until audio ends on timeline</p> <p>Previous Button</p> <p>Rectangle boxes</p> <p>- blue color 37% transparency</p> <p>-white words</p> <p>-appears on screen in sync with audio</p> <p>-objectives are spread accross screen instead of going straight down</p>
6	<p>What are Human Rights?</p> <p>So what exactly are Human Rights? Human rights are universal and inalienable rights inherent to all human beings. This includes, but is not limited to, the right to housing, food, and medical care.</p>	<p>What are Human Rights?</p> <p>Human rights are universal and inalienable rights inherent to all human beings.</p>	 <p>-Stock photo of article 25 of the declaration of Human Rights</p>	<p>Next Button</p> <p>-disabled until audio ends on timeline</p> <p>Previous Button</p> <p>Rectangle box</p> <p>- blue color 37% transparency</p> <p>-white words</p> <p>-appears on screen in sync with audio</p> <p>-underline and bold the words</p>




Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
				<p>"universal and inalienable rights</p> <p>-place words to the right of the picture</p>
7	<p>Who can be Impacted?</p> <p>Human rights issues can greatly impact a company. Especially, a company's operations. This is devastating because a company's operations can typically involve many stakeholders who often have conflicting roles, motivations, and outcomes.</p>	<p>Who can be impacted at a company?</p> <p>Human rights issues that may be associated with a company's operations can typically involve a wide array of stakeholders, often with different or conflicting roles, motivations and outcomes.</p>	 <p>-Photo of the company's Business Ethics of Conduct</p>	<p>Next Button</p> <p>-disabled until audio ends on timeline</p> <p>Previous Button</p> <p>Picture of the Business rights of conduct</p> <p>-soft edges (7 pixels)</p> <p>Rectangle box</p> <p>- green color 37% transparency</p> <p>-white words</p> <p>-appears on screen in sync with audio</p> <p>- place to the left of the photo</p>
8	<p>Why Do Human Rights Matter to Us?</p> <p>To avoid such impacts, this training was created. We here at Corporation X have respect for human rights and it is part of our approach to business ethics and conduct. This applies to all employees, contractors and</p>	<p>Why Do Human Rights Matter to Us?</p> <p>Respect for human rights is part of our approach to business ethics and conduct. This applies to all employees, contractors and suppliers. This is why we believe in the concept of S.P.I.R.I.T. Which stands for Safety, People, Integrity, Responsibility, Innovation, and</p>	 <p>-Stock photo of a protest</p>	<p>Next Button</p> <p>-disabled until audio ends on timeline</p> <p>Previous Button</p> <p>Business Objective button</p> <p>-link to business objective layer</p> <p>-change state to visited (grey</p>

Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
	<p>suppliers. To learn how this ties into our Business Objectives, Click the button to learn more.</p> <p>Our Objectives: Key aspects of our business case for systematically ensuring we respect human rights include but are not limited to:</p> <p>Protecting the company's reputation, Reducing business continuity risks, Encouraging community support needed for sustained or expanded access to resources, and Supporting employee morale, recruitment and retention.</p> <p>Click next to continue.</p>	<p>Teamwork.</p> <p>Click the button to find out more information about our business objective. (italicized)</p> <p>Business Objective Layer:</p> <p>Key aspects of our business case for systematically ensuring we respect human rights include but are not limited to:</p> <p>Protecting the company's reputation, Reducing business continuity risks, Encouraging community support needed for sustained or expanded access to resources, and Supporting employee morale, recruitment and retention.</p>	 <p>-Stock photo of protest</p>	<p>color) when clicked</p> <p>-place to bottom of screen</p> <p>Picture of the Business rights of conduct</p> <p>-soft edges (7 pixels)</p> <p>Rectangle box</p> <p>- orange color 37% transparency</p> <p>-white words</p> <p>-appears on screen in sync with audio</p> <p>- place in center of screen</p> <p>Business Objective Layer:</p> <p>Rectangle boxes</p> <p>- orange color 37% transparency</p> <p>-white words</p> <p>-appears on screen in sync with audio</p>
9	<p>Knowledge Check</p> <p>Its time to check your knowledge. What are our Business objectives for systematically ensuring we respect human rights? Select all that apply. When you are done selecting, click submit.</p>	<p>Knowledge Check</p> <p>What are our Business objectives for systematically ensuring we respect human rights?</p> <p>A. Protect company reputation (i.e., good</p>		<p>Replace previous and Next Button with the Submit button</p> <p>Vibrance "Pick Many" Freefrom slide</p> <p>-include male avatar with hard hat</p>


Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
		<p>social performance can increase shareholder value)-</p> <p>B. Reduce business continuity risks (e.g., operational disruption due to labor or community disputes)</p> <p>C. Encourage community support needed for sustained or expanded access to resources</p> <p>D. Supports employee morale, recruitment and retention</p> <p>--(every choice is the correct answer)</p> <p>Correct Layer: That's right! You selected the correct responses. Each answer selection is a business objective our company has to ensure we respect human rights.</p> <p>Incorrect Layer: You did not select the correct responses. All of the answer choices were objectives our company has to ensure we respect human rights.</p> <p>Try Again Layer: That is incorrect. Please try again. Remember to select all that apply.</p>	 <p>The visual display consists of three screenshots of a 'Knowledge Check' interface. Each screenshot has a title 'Knowledge Check' with a checkmark icon. The first screenshot shows a question: 'What are our Business Objectives for systematically ensuring we respect human rights? Select all that apply.' Below the question are two options: 'A. Protect company reputation (i.e., good social performance can increase shareholder value)' and 'B. Reduce business continuity risks (e.g., operational disruption due to labor or community disputes)'. Both options are selected, indicated by filled circles. The background is green. Below the options, it says 'Correct That's right! You selected the correct responses.' and 'Each answer selection is a business objective our company has to ensure we respect human rights.' There is a 'Continue' button. The second screenshot shows the same question and options, but both are unselected (empty circles). The background is red. Below the options, it says 'Incorrect You did not select the correct responses.' and 'All of the answer choices were objectives our company has to ensure we respect human rights.' There is a 'Continue' button. The third screenshot shows the same question and options, but both are unselected. The background is red. Below the options, it says 'Try Again That is incorrect. Please try again.' and 'Remember to select all that apply.' There is a 'Try Again' button.</p>	<p>Correct Layer:</p> <ul style="list-style-type: none"> -white words -green color background <p>Incorrect and Try Again Layer:</p> <ul style="list-style-type: none"> - white words -red color background


Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
10	<p>What are Human Rights?</p> <p>Human rights can be grouped into three different categories: Civil and Political Rights, Economic, Social, and Cultural Rights, and Workplace rights. Click each picture to learn more information. After you have visited all three categories, click the next button to continue.</p> <p>Civil and Political Rights Layer: Examples of civil and political rights are the right to life, liberty, and security, the freedom of opinion and expression, the freedom of thought, conscience, and religion, the freedom of assembly, the right not to be subjected to torture, and the right to an effective remedy. Click the button to return to the previous screen.</p> <p>Economic, Social, and Cultural Rights Layer: Some examples of Economic, Social, and Cultural Rights are a right to own property, rights of minorities. the freedom of movement / residence and adequate standard of living, the right to education, the right to take part in cultural life, and the rights of</p>	<p>What are Human Rights?</p> <p>Human rights can be grouped into three different categories: Civil and Political Rights Economic, Social, & Cultural Rights Workplace Rights</p> <p>Click each picture to learn more information. (italicized)</p> <p>Civil and Political Rights Layer: It is a human right not to be subjected to torture and to have the freedom of thought, conscience, and religion.</p> <p>Economic, Social, and Cultural Rights Layer: It is a human right to be able to own your own property and to have the freedom to decide which neighborhood you want to live in.</p> <p>Workplace Rights Layer: It is a human right to work in favorable work conditions, to be able to form unions, and to be free from harassment in the workplace.</p>	 <p>What are Human Rights?</p> <p>Human rights can be grouped into three different categories:</p> <p>Civil and Political Rights</p> <p>Economic, Social, & Cultural Rights</p> <p>Workplace Rights</p> <p>Click each picture to learn more information.</p> <p>-Stock photos to represent each category of Human Rights</p> <p>Civil and Political Rights: It is a human right not to be subjected to torture and to have the freedom of thought, conscience, and religion.</p> <p>Economic, Social, and Cultural Rights: It is a human right to be able to own your own property and to have the freedom to decide which neighborhood you want to live in.</p> <p>Workplace Rights: It is a human right to work in favorable work conditions, to be able to form unions, and to be free from harassment in the workplace.</p>	<p>Next Button</p> <ul style="list-style-type: none"> -disabled until audio ends -change state to normal when audio ends if state of each picture is visited <p>Previous Button</p> <p>Return to Previous Screen Button</p> <ul style="list-style-type: none"> - orange color fill -white words -placed at bottom of screen -linked back to base layer -change state to visited (grey out) when clicked on <p>Pictures</p> <ul style="list-style-type: none"> - change state to visited (grey out) when clicked on <p>Rectangle boxes</p> <ul style="list-style-type: none"> - blue color 37% transparency -white words -Orange color rectangle boxes with 37% transparency placed under each picture with white words -appears on screen in sync with audio <p>Hot spots</p>


Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
	<p>children and mothers.</p> <p>Workplace Rights Layer: Examples of Workplace Rights are just and favorable work conditions, the freedom of association, the elimination of forced labor, the abolition of child labor, the right to health and safety, the right to avoid discrimination, and the freedom from harassment. Click the button to return to the previous screen.</p>			<p>- placed over each picture and linked to respective layers</p> <p>Civil and Political Rights Layer: -words to the left of picture -white words -picture has soft edges (7 pixels)</p> <p>Economic, Social, and Cultural Rights Layer: -words to the left of picture -white words -picture has soft edges (7 pixels)</p> <p>Workplace Rights Layer: -words to the left of picture -white words -picture has soft edges (7 pixels)</p>
11	<p>Human Rights and the Workplace</p> <p>Let's look at a scenario to help us better understand human rights issues and how it can affect us in the work place. Click begin to learn more about Marissa's story.</p>	<p>Marissa's Story</p> <p>Click Begin to learn more about Marissa's story. (italicized)</p>	 <p>- Stock photo of oil and gas working environment</p>	<p>Next Button -disabled until audio ends on timeline</p> <p>Previous Button</p> <p>Begin Button - orange color fill</p>

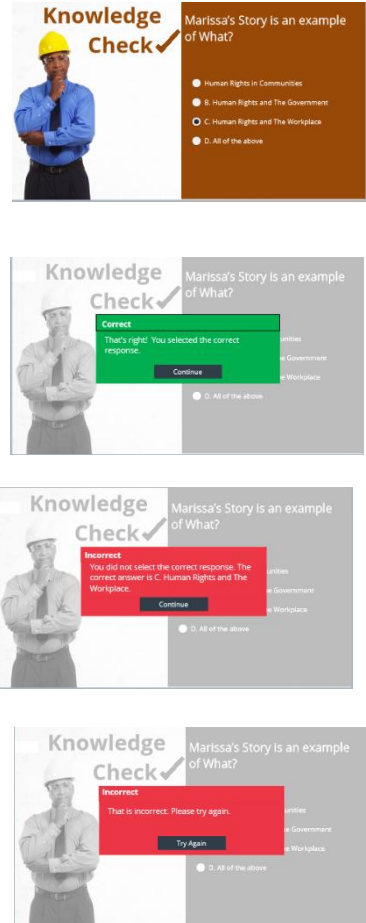
Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
			-Woman avatar with construction gear on	-white words -placed at bottom of screen -link to “Marissa’s Story”
13	<p>Marissa’s Story</p> <p>Marissa and Christopher both work for Corporation X. They have been at the company for 5 years and work the same position. Yesterday, Marissa found out that Christopher makes two dollars and fifty cents more than her per hour. Upset and confused about this huge discrepancy in pay, Marissa wants answers. What should she do? Click on a scenario to find out what happens? After you have visited both scenarios, click next to continue.</p> <p>Talk to her union rep layer:</p> <p>Justin, I have a huge problem. I just found out Mr. Robert is paying Chris more than me. We both work the same position and started working here at the same time. This seems like discrimination. What should I do?</p> <p>Justin: Marissa, you are right. This is workplace discrimination and absolutely against the law. I suggest we talk to Mr. Robert immediately. You made the right decision telling</p>	<p>Marissa’s Story</p> <p>Marissa and Christopher both work for Corporation X. They have been at the company for 5 years and work the same position. Yesterday, Marissa found out that Christopher makes \$2.50 more than her per hour. Upset and confused about this huge discrepancy in pay, Marissa wants answers. What should she do?</p> <p>Talk to her union rep layer:</p> <p>Justin, I have a huge problem. I just found out Mr. Robert is paying Chris more than me. We both work the same position and started working here at the same time. This seems like discrimination. What should I do?</p> <p>Justin: Marissa, you are right. This is workplace discrimination and absolutely against the law. I suggest we talk to Mr. Robert immediately. You made the right decision telling me about this.</p> <p>Talk to her boss layer:</p> <p>Marissa: Mr. Robert, I’m upset. I found out Chris makes more money than me. This is not fair! This is discrimination. I want a raise. I should not be making less</p>	  	<p>Next Button</p> <p>-disabled until audio ends -change state to normal when audio ends if state of each button is visited</p> <p>Previous Button</p> <p>Talk to her union rep button</p> <p>- orange color fill -white words -link to respective layer -change state to visited (grey out) when clicked on</p> <p>Talk to her boss rep button</p> <p>- orange color fill -white words -link to respective layer -change state to visited (grey out) when clicked on</p>




Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
	<p>me about this.</p> <p>Click the return to previous screen button to go back to Marissa's story.</p> <p>Talk to her boss layer:</p> <p>Marissa: Mr. Robert, I'm upset. I found out Chris makes more money than me. This is not fair! This is discrimination. I want a raise. I should not be making less just because I am a woman.</p> <p>Mr. Robert: Marissa, you are correct. This was a huge oversight. Thank you for bringing it to my attention. I will correct this immediately.</p> <p>Marissa: Thank you Mr. Robert!</p> <p>Click the return to previous screen button to go back to Marissa's story.</p>	<p>just because I am a woman.</p> <p>Mr. Robert: Marissa, you are correct. This was a huge oversight. Thank you for bringing it to my attention. I will correct this immediately.</p> <p>Marissa: Thank you Mr. Robert!</p>		<p>Avatars</p> <ul style="list-style-type: none"> - two male and one female avatar wearing construction apparel -sync words with audio -sync avatar position with audio <p>Speech Bubble</p> <ul style="list-style-type: none"> - rectangle with orange fill with 37% transparency -white words -synced with audio for respective avatars <p>Return to Previous Screen Button</p> <ul style="list-style-type: none"> - orange color fill -white words -placed at bottom of screen -linked back to base layer - change state to visited (grey out) when clicked on



Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
14	<p>Examples of Human Rights Issues..</p> <p>Now that you have reviewed the different categories of Human rights and got to know a little bit about Marissa and her story, let's look at some examples of Human Right issues in oil and gas activities. Turn the dial to each label to learn about the different examples. After you have visited each label, click the next button to continue.</p> <p>Human rights and the workplace Layer: Human Rights issues in the workplace include, but are not limited to, restrictions in local laws on worker's rights to association and bargain collectively, unsafe and unsanitary working conditions, excessive working hours for shift or contracted workers, and discrepancy in pay between employees of different genders/nationalities. Click the button to return to the previous screen.</p> <p>Human rights and the government layer: Human rights issues in the government that can occur include, but are not limited to, abuse of a community's right to peaceful</p>	<p>Examples of Human Right Issues...</p> <p>In the Workplace</p> <p>Government</p> <p>In the Community</p> <p>Turn the dial to each label to learn about examples of Human Rights issues in oil and gas activities. (italicized)</p> <p>In the workplace layer:</p> <p>In the workplace, several human rights issues can take place including, but not limited to, excessive working hours, discrepancy in pay, and unsafe working conditions.</p> <p>In the Government layer:</p> <p>In the government, human rights issues that can occur include, but are not limited to, abuse of a community's right to peaceful protest by public or private security forces deployed to protect company staff and property.</p> <p>In the Community layer:</p> <p>In the community, human rights issues that can occur include, but are not limited to, pollution, increases in infectious disease, and disruption of indigenous peoples' traditional culture and way of life.</p>	 <p>Examples Of Human Rights Issues...</p> <p>Government</p> <p>In the Workplace</p> <p>In the Community</p> <p>Turn the dial to each label to learn about examples of Human Rights issues in oil and gas activities.</p> <p>-stock photo that represents human rights</p> <p>Human Rights Issues in the Workplace</p> <p>In the workplace, several human rights issues can take place including, but not limited to, excessive working hours, discrepancy in pay, and unsafe working conditions.</p> <p>Return to Previous Screen</p> <p>Human Rights Issues and the Government</p> <p>In the government, human rights issues that can occur include, but are not limited to, abuse of a community's right to peaceful protest by public or private security forces deployed to protect company staff and property.</p> <p>Return to Previous Screen</p> <p>Human Rights Issues in the Community</p> <p>In the community, human rights issues that can occur include, but are not limited to, pollution, increases in infectious disease, and disruption of indigenous peoples' traditional culture and way of life.</p> <p>Return to Previous Screen</p>	<p>Next Button</p> <ul style="list-style-type: none"> -disabled until audio ends -change state to normal when audio ends if state of each button is visited <p>Previous Button</p> <p>Dial</p> <ul style="list-style-type: none"> - orange color pointer -360 rotation -always show arc -start value:0 -end value: 25 -step value: 1 <p>Return to Previous Screen Button</p> <ul style="list-style-type: none"> - orange color fill -white words -placed at bottom of screen -linked back to base layer -change state to visited (grey out) when clicked on <p>Rectangle buttons</p> <ul style="list-style-type: none"> - orange color 37% transparency -white words -appears on screen in sync with


Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
	<p>protest by public or private security forces deployed to protect company staff and property. Click the button below to return to the previous screen.</p> <p>Human rights and communities layer:</p> <p>Human rights issues that can occur In the community, include, but are not limited to, pollution, increases in infectious disease, and disruption of indigenous peoples' traditional culture and way of life. Click the button to return to the previous screen.</p>			<p>audio and placed on each side of the triangle</p> <p>In the Workplace Layer:</p> <ul style="list-style-type: none"> -words to the left of picture -white words -picture has soft edges (7 pixels) <p>Government Layer:</p> <ul style="list-style-type: none"> -words to the left of picture -white words -picture has soft edges (7 pixels) <p>In the Community Layer:</p> <ul style="list-style-type: none"> -words to the left of picture -white words -picture has soft edges (7 pixels)
15	<p>Knowledge Check</p> <p>Let's pause and check your knowledge. What is the definition of Human Rights? Read each choice and select your answer when you are ready.</p>	<p>Knowledge Check</p> <p>What is the definition of Human Rights?</p> <p>A. The Right to bear arms B. Rights that are inherent to all human beings (answer) C. Freedom of Speech</p>		<p>Replace previous and Next Button with the Submit button</p> <p>Velocity Feedback "Multiple Choice" Freeform slide</p> <ul style="list-style-type: none"> -include male avatar with hard


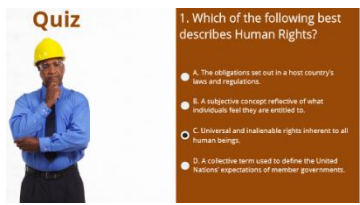

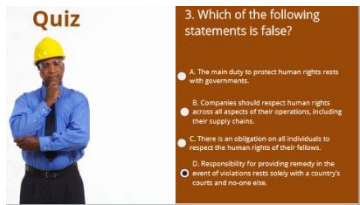
Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
		<p>D. All of the above</p> <p>Correct Layer:</p> <p>That's right! You selected the correct response.</p> <p>Try Again Layer:</p> <p>That is incorrect. Please try again.</p> <p>Incorrect Layer:</p> <p>You did not select the correct response. The correct answer is B. Rights that are inherent to all human beings.</p>		<p>hat</p> <p>Correct Layer:</p> <ul style="list-style-type: none"> -white words -green color background <p>Incorrect and Try Again Layer:</p> <ul style="list-style-type: none"> - white words -red color background





Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
	<p>Knowledge Check</p> <p>Marissa's Story is an example of what? Read each choice and select your answer when you are ready.</p>	<p>Knowledge Check</p> <p>Marissa's Story is an example of What?</p> <p>A. Human Rights in Communities B. Human Rights and The Government C. Human Rights and The Workplace (answer) D. All of the above</p> <p>Correct Layer:</p> <p>That's right! You selected the correct response.</p> <p>Try Again Layer:</p> <p>That is incorrect. Please try again.</p> <p>Incorrect Layer:</p> <p>You did not select the correct response. The correct answer is C. Human Rights and the Workplace</p>	 <p>The visual display shows four sequential screens for the 'Knowledge Check' interaction. Each screen features a male avatar wearing a blue shirt and a yellow hard hat. The first screen is the initial question: 'Marissa's Story is an example of What?' with four radio button options: A. Human Rights in Communities, B. Human Rights and The Government, C. Human Rights and The Workplace, and D. All of the above. The second screen shows the 'Correct' feedback: 'That's right! You selected the correct response.' with a green background and a 'Continue' button. The third screen shows the 'Incorrect' feedback: 'You did not select the correct response. The correct answer is C. Human Rights and The Workplace.' with a red background and a 'Continue' button. The fourth screen shows the 'Try Again' feedback: 'That is incorrect. Please try again.' with a red background and a 'Try Again' button.</p>	<p>Replace previous and Next Button with the Submit button</p> <p>Velocity Feedback "Multiple Choice" Freeform slide</p> <p>-include male avatar with hard hat</p> <p>Correct Layer:</p> <p>-white words -green color background</p> <p>Incorrect and Try Again Layer:</p> <p>- white words -red color background</p>

Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
	<p>Who is Responsible?</p> <p>Who is Responsible for Protecting Human Rights? Click on each door to find out more information. When you have visited each door, click next to continue.</p> <p>Government Layer:</p> <p>The Government is one entity that is responsible for protecting human rights They have the primary duty to PROTECT AND ENSURE THE FULFILLMENT OF human rights. This includes the implementation/enforcement of national laws that protect our rights. Click the return button to go back to the previous screen.</p> <p>Companies Layer:</p> <p>Companies are also responsible for protecting human rights</p> <p>It is also a company's responsibility to respect all human rights and manage any and all human rights risks. Click the return button to go back to the previous screen.</p> <p>Government and Companies</p>	<p>Who Protects Human Rights?</p> <p>Click on each door to find out more information. (italicized)</p> <p>Government Layer: Governments have the primary duty to PROTECT AND ENSURE THE FULFILLMENT OF human rights. This includes the implementation/enforcement of national laws that protect our rights.</p> <p>Companies Layer: Companies have a responsibility to RESPECT human rights including: legal compliance PLUS their own due diligence processes to manage human rights risks.</p> <p>Government and Companies Layer: Both governments and companies should provide ACCESS TO REMEDIES.</p>	 <p>Who Protects Human Rights?</p> <p>-Different color doors numbered from 1-3 in white</p> <p>-stock photos to represent companies and the government</p>  <p>The Government</p>  <p>Companies</p>	<p>Next Button</p> <ul style="list-style-type: none"> -disabled until audio ends -change state to normal when audio ends if state of each door is visited <p>Previous Button</p> <p>Doors</p> <ul style="list-style-type: none"> - hotspot on each door linked to respective layers -change state to visited (grey out) when clicked on -number 1-3 in white <p>Return to Previous Screen Button</p> <ul style="list-style-type: none"> - orange color fill -white words -placed at bottom of screen -linked back to base layer -change state to visited (grey out) when clicked on <p>Rectangle boxes</p> <ul style="list-style-type: none"> - orange color 37% transparency -white words -appears on screen in sync with audio and placed on each side of the triangle

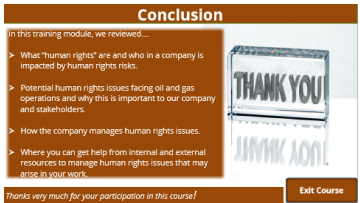
Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
	<p>Layer:</p> <p>So what does this mean? You guessed it! Both the Government and Companies are responsible for protecting human rights. Both governments and companies should provide ACCESS TO REMEDIES should someone's human rights be undermined. Click the return button to return to the main screen. Then click next to continue.</p>			<p>The Government Layer:</p> <ul style="list-style-type: none"> -words synced with audio -on screen text placed in center -white words <p>Companies Layer:</p> <ul style="list-style-type: none"> -words synced with audio -on screen text placed in center -white words <p>Government and Companies Layer:</p> <ul style="list-style-type: none"> -words synced with audio -on screen text placed in center -white words
	<p>How do we manage Human Rights issues?</p> <p>Let's now take a look at how we manage Human Rights issues here at Company X. Click each button to find out more information. When you have visited each button, click</p>	<p>Managing Human Rights Issues</p> <p>Click each button to find out more information. (italicized)</p> <p>Policies, Positions, and Principles layer:</p>		<p>Next Button</p> <ul style="list-style-type: none"> -disabled until audio ends -change state to normal when audio ends if state of each door is visited <p>Previous Button</p>

Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
	<p>next to continue.</p> <p>Policies, Positions, and Principles layer:</p> <p>Commitment to respect human rights is outlined in our Code of Business Ethics and Conduct, Human Rights Position and Stakeholder Engagement Principles.</p> <p>Integration and Implementation layer:</p> <p>We include Integration of human rights considerations into our Capital Projects and management systems.</p> <p>Internal and External Communications Layer:</p> <p>We provide training available for all employees (and targeted at practitioners) via My Learning.</p>	<p>Commitment to respect human rights is outlined in our Code of Business Ethics and Conduct, Human Rights Position and Stakeholder Engagement Principles.</p> <p>Integration and Implementation layer:</p> <p>We include Integration of human rights considerations into our Capital Projects and management systems.</p> <p>Internal and External Communications Layer:</p> <p>We provide training available for all employees (and targeted at practitioners) via My Learning.</p>		<p>Chevron (light green color)</p> <p>Text Boxes</p> <ul style="list-style-type: none"> - orange fill text boxes with white words -change state to visited (grey out) when clicked on <p>Rectangle boxes</p> <ul style="list-style-type: none"> - orange color 37% transparency -white words -appears on screen in sync with audio and placed on each side of the triangle <p>Picture</p> <ul style="list-style-type: none"> - picture of the company's Business Ethics Code of Conduct with soft edges (7 pixels)

Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
	<p>Quiz</p> <p>Now, It's time to test your knowledge. Remember to read each question carefully and take your time. This quiz is graded and you need an 80% to pass.</p> <p>Click the Start quiz button to begin.</p> <p>Success Layer:</p> <p>Congratulations, You passed!! Click the next button to continue.</p> <p>Failure Layer:</p> <p>Unfortunately, you did not pass the quiz. Click the retake quiz button to take the quiz over. Click the review quiz button to review the questions you answered incorrectly.</p>	<p>Quiz</p> <p>Start Quiz</p> <p>Now, It's time to test your knowledge. Remember to read each question carefully and take your time. This quiz is graded and you need an 80% to pass.</p> <p>Click the Start quiz button to begin. (italicized)</p> <p>1. Which of the following best describes Human Rights?</p> <p>A. The obligations set out in a host country's laws and regulations</p> <p>B. A subjective concept reflective of what individuals feel they are entitled</p> <p>C. Universal and inalienable rights inherent to all human beings (answer)</p> <p>D. A collective term used to define the United Nations' expectations of member governments</p> <p>2. Which of the following is NOT a generally recognized human right?</p> <p>A. Right to traditional culture for indigenous people</p> <p>B. Right to peaceful assembly (e.g.,</p>	   	<p>Remove Next and Previous Buttons</p> <p>Start Quiz Button</p> <ul style="list-style-type: none"> - green color -hotspot placed on top that is linked to next screen -change state to visited (grey out) when clicked on <p>Rectangle text box</p> <ul style="list-style-type: none"> -white words -37% transparency -words synced to audio <p>Quiz Slides</p> <ul style="list-style-type: none"> - male avatar with hard hat -Velocity Feedback “Multiple Choice” Freefrom slide -Feedback not given - next and previous button replaced with Submit button <p>Success Layer:</p> <ul style="list-style-type: none"> Male avatar with hard hat -green check picture -Next button (orange filled with white words and linked to next

Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
		<p>peaceful protest) and association (e.g., labor unions)</p> <p>C. Right to clean drinking water and sanitation</p> <p>D. Right to freedom from heavy taxation (answer)</p> <p>3. Which of the following statements is false?</p> <p>A. The main duty to protect human rights rests with governments.</p> <p>B. Companies should respect human rights across all aspects of their operations, including their supply chains</p> <p>C. There is an obligation on all individuals to respect the human rights of their fellows</p> <p>D. Responsibility for providing remedy in the event of violations rests solely with a country's courts and no-one else (answer)</p> <p>4. Which of the following captures a core business case for respecting human rights?</p> <p>A. Respecting human rights builds employee engagement, boosting staff recruitment and retention</p>	   	<p>screen)</p> <p>Failure Layer:</p> <p>-Male avatar with hard hat</p> <p>-red "x" picture</p> <p>-Retake quiz button (orange filled with white words).. learner will retake only missed questions</p> <p>-Review Quiz button (orange filled with white words).. learner will review missed questions</p>

Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
		<p>B. Respecting human rights can reinforce compliance with national laws</p> <p>C. Respecting human rights lowers the likelihood of disputes and protests, lowering operating costs and avoiding delays</p> <p>D. Support business unit attraction/retention for in country, local talent</p> <p>E. All of the above (answer)</p> <p>5. What company process helps projects think through their human rights risks?</p> <p>A. Code of Business Ethics and Conduct B. Human Rights Position C. Stakeholder Engagement Principles D. Sustainable Development Risk Assessment (answer)</p>		

Sc. #	Audio / Voiceover	On Screen Text	Visual Display	Interaction/Design Notes
	<p>Conclusion</p> <p>In this training module you learned about human rights and its impact on the government, the workplace, and the communities we live in. You also learned about why human rights is important to us as a company and how we manage any human rights issues that may arise. Thank you very much for your participation in this course. Click the exit course button to end the training.</p>	<p>Conclusion</p> <p>In this training module, we reviewed.... What “human rights” are and who in a company is impacted by human rights risks.</p> <p>Potential human rights issues facing oil and gas operations and why this is important to our company and stakeholders.</p> <p>How the company manages human rights issues. Where you can get help from internal and external resources to manage human rights issues that may arise in your work.</p> <p>Thanks very much for your participation in this course! (italicized)</p>		<p>Next and Previous buttons removed</p> <p>Thank you picture</p> <ul style="list-style-type: none"> - soft edges (7 pixels) - placed on the right of screen <p>Rectangle Text Box</p> <ul style="list-style-type: none"> -orange filled box -white words <p>Words synced with audio</p> <p>Exit Course Button</p> <ul style="list-style-type: none"> -orange filled color with white words -link to exit of course -change state of button to visited (grey out) when clicked on