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## PRESS RELEASE

### Final statement in the specific instance Industri Energi – DNO ASA

*The Norwegian National Contact Point (NCP) has concluded that DNO has not met the expectations expressed in the OECD Guidelines on prior notice and consultation with the employees of DNO Yemen in connection with suspension of the company's Yemeni operations in 2015. Norway's NCP recommends that DNO in future should carry out risk-based due diligence and enhance the transparency of its policy and procedures for responsible business conduct.*

The NCP's task is to promote the OECD Guidelines for Multinational Enterprises. In this case, the NCP received a complaint from the trade union Industri Energi on behalf of the local trade union in Yemen and has considered the question of lack of notification and consultation before the collective dismissals and suspension of production in Yemen in 2015, and whether DNO has met the expectations expressed in the Guidelines relating to the workers' right to organise.

#### Main conclusions:

In the NCP's view, DNO has not complied with the OECD Guidelines, Chapter V paragraphs 6 and 8, concerning requirements for notification and consultation with employee representatives. The NCP has not found any grounds for concluding that DNO has not met the Guidelines' expectations concerning the right to join a trade union.

The Norwegian NCP recommends that DNO in future should carry out risk-based due diligence and enhance the transparency of its policy and procedures for responsible business conduct.

#### Brief description of the case:

On 8 November 2016, the Norwegian trade union Industri Energi filed a complaint against the Norwegian company DNO ASA on behalf of the Yemeni trade union DNO Yemen Union. The key issue in the complaint concerned lack of prior notice and consultation between DNO and the employee representatives in Yemen in connection with collective dismissals and suspension of production in the war-like situation that prevailed in 2015. In the complaint, it was claimed that the Yemeni trade union wanted to engage in dialogue with DNO's representatives in Yemen on the dismissals and suspension of production, without this request being granted. DNO is of the view that the state of emergency and war-like situation in Yemen meant that the company could refrain from notifying and consulting the employee representatives in connection with the dismissals.

The Norwegian NCP accepted the complaint for consideration, and the parties accepted the offer of mediation and dialogue, which was unsuccessful. The mediation was therefore concluded on 16 October 2017. The Norwegian NCP has therefore carried out an independent assessment of the complaint in accordance with its procedures.

#### For further information:

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