



Human Rights Awareness Training Storyboard



Screen Title: Welcome


Audio:	On-screen text:	On-screen graphics:
Welcome to Human Rights Awareness training. Please click Continue to begin	Human Rights Awareness Training	Image of multiple hands holding each other Green, charcoal branding colors Green continue button 

Screen Title: Course Description



Audio:	On-screen text:	On-screen graphics:
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.	Course Description Bulleted Key Points <ol style="list-style-type: none">1. Overview of the company's position on human rights, its importance to our	<ul style="list-style-type: none">• Image of office building• Slow reveal of bulleted key points• Automatic advance of slide


<p>You are encouraged to also review the Sustainable Development Practice and Risk Assessment to better understand human rights risks.</p> <p>In the event of a discrepancy between this CBT 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>business, and our approach to managing potential human rights issues</p> <ol style="list-style-type: none"> 2. Sustainable Development Practice and Risk Assessment List the steps in the Invention Disclosure process 3. the commitments and practices outlined in the company's position and related processes shall apply. 	
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Screen Title: Course Objectives		
Audio:	On-screen text:	On-screen graphics:
<p>By the end of this course module, you will be able to:</p> <ul style="list-style-type: none"> ● Articulate a basic definition of “human rights” ● Identify potential human rights issues facing oil and gas operations. 	<p>By the end of this course module, you will be able to:</p> <ul style="list-style-type: none"> ● Articulate a basic definition of “human rights” ● Identify potential human rights issues facing oil and gas operations. 	<ul style="list-style-type: none"> ● Three images of humans of different race, appearance. ● Semi- transparent light blue text box with on-screen text. ● Action verbs are bolded ● Slow reveal of each learning objective <div data-bbox="1352 1029 2049 1404"> <div data-bbox="1352 1029 1697 1404"> L M R  </div>  </div>

		
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Screen Title: What are Human Rights?

Audio	On-Screen Text	On-Screen Graphics
So, what exactly <u>are</u> human rights?	What are Human Rights?	<p>Text in medium blue font with light blue text box</p> <p>Three images fly in from bottom:</p> <ul style="list-style-type: none"> ● People protesting (from 1960s) ● Bronze statue of justice ● Young girl looking at the word “Freedom” spray painted on a concrete wall <p>Green “Click to here to continue button”</p> <div> <div>L</div> <div>M</div> <div>R</div> </div> <div>   </div>


		
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Screen Title: Definition		
Audio:	On-screen text:	On-screen graphics:
<p>According to international frameworks*, human rights are universal and inalienable rights inherent to all human beings.</p>	<p>Objective: <i>Articulate</i> a basic definition of “human rights”.</p> <p>According to international frameworks*, human rights are universal and inalienable rights inherent to all human beings.</p> <p>*International frameworks that are foundational to these rights are: International Bill of Human Rights, which is the collective term for the Universal Declaration of Human Rights (1948), the International Covenant on Civil and Political Rights (1966) and the International Covenant on Economic, Social and Cultural Rights (1966).</p> <p>For more information on the history of human rights, watch this video.</p> <p>Click here</p>	<ul style="list-style-type: none"> • Objective in white font in charcoal text box on top of slide • Image of aerial view of a bunch of people crossing a large crosswalk in an urban area • Slow reveal of “according to...” text in dark font on light blue text box • Slow reveal of “International frameworks” when audio is done • Additional info (video) via “click here” button that links to YouTube video about the history of Human Rights, dark font on light blue text box <p>User advances slide</p> 


Audio:	On-screen text:	On-screen graphics:
<p>Human rights can be grouped into different categories. Click each tile for examples of each category of Human Rights.</p> <p>Civil and Political Rights</p> <p>VO: Civil and Political rights include: Right to life, liberty and security; Freedom of opinion and expression; Freedom of thought, conscience and religion; Freedom of assembly; Right not to be subjected to torture; and Right to an effective remedy.</p> <p>Workplace Rights</p> <p>VO: Workplace Rights include: Just and favorable work conditions; Freedom of association; Elimination of forced labor; Abolition of child labor; Health and safety; Avoidance of discrimination; and Freedom from harassment.</p> <p>Economic, Social and Cultural Rights</p> <p>VO: Economic, Social, and Cultural Rights include: Right to own property; Rights of minorities; Freedom of movement / residence; Adequate standard of living; Right to education; Right to take part in cultural life; and the Rights of children and mothers.</p>	<p>Human rights can be grouped into different categories.</p> <p>Click each tile for examples of each category of Human Rights.</p> <ul style="list-style-type: none"> ● Civil and Political Rights <ul style="list-style-type: none"> ○ Right to life, liberty and security ○ Freedom of opinion and expression ○ Freedom of thought, conscience and religion ○ Freedom of assembly ○ Right not to be subjected to torture ○ Right to an effective remedy ● Workplace Rights <ul style="list-style-type: none"> ○ Just and favorable work conditions ○ Freedom of association ○ Elimination of forced labor ○ Abolition of child labor ○ Health and safety ○ Avoidance of discrimination ○ Freedom from harassment ● Economic, Social, and Cultural Rights <ul style="list-style-type: none"> ○ Right to own property ○ Rights of minorities ○ Freedom of movement / residence ○ Adequate standard of living ○ Right to education ○ Right to take part in cultural life ○ Rights of children and mothers 	<p>Light blue text box</p> <ul style="list-style-type: none"> ● Human rights can be grouped into different categories. (dark, bold font) ● Click each tile for examples of each category of Human Rights. (dark font) <p>Monochromatic blue stacked boxes/tiles with text:</p> <ul style="list-style-type: none"> ● Civil and Political Rights (navy) ● Workplace Rights (royal) ● Economic, Social, and Cultural Rights (sky) <p>When user clicks each title, a pale blue box is revealed as a vertically oriented drop down with additional text. “X” in top right corner to close tile</p> <p>User advances slide</p>

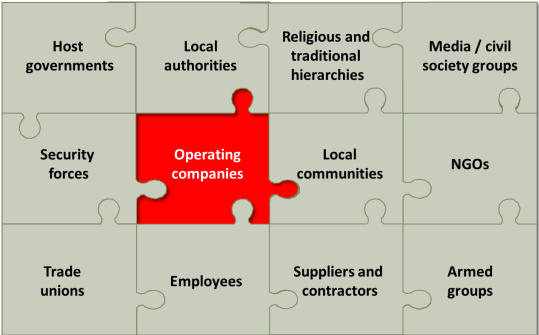
Screen Title: How does this apply to the oil and gas industry?

Audio:	On-screen text:	On-screen graphics:
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VO: So how does this apply to the oil and gas industry?	How does this apply to the oil and gas industry	<p>Image of factory with text box over it</p> <p>Text box fades in and out</p> <p>Auto advance of slide</p> 
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Screen Title: Application to Oil and Gas		
Audio:	On-screen text:	On-screen graphics:
<p>Examples of human rights in oil and gas activities: Click each box to learn more.</p> <p>Human Rights and the workplace</p> <p>VO: Human Rights can impact the workplace in the following ways: Restrictions in local laws on workers' rights to form associations and bargain collectively; Unsafe and unsanitary working conditions; Excessive working hours for shift or contracted workers; And discrepancies in pay between employees of different genders/nationalities.</p> <p>Human Rights and Communities</p> <p>VO: Human rights affect communities in the following ways: Involuntary relocation of local settlements to make way for construction of new</p>	<p>Examples of human rights in oil and gas activities: Click each box to learn more.</p> <p>Human Rights and the workplace</p> <p>VO: Human Rights can impact the workplace in the following ways: Restrictions in local laws on workers' rights to form associations and bargain collectively; Unsafe and unsanitary working conditions; Excessive working hours for shift or contracted workers; And discrepancies in pay between employees of different genders/nationalities.</p> <p>Human Rights and Communities</p> <p>VO: Human rights affect communities in the following ways: Involuntary relocation of local settlements to make way for construction of new facilities; Pollution of host communities' air, water and land; Increases in</p>	<p>Light blue text box</p> <ul style="list-style-type: none"> • Examples of human rights in oil and gas activities. (dark, bold font) • Click each box to learn more. (dark font) <p>Monochromatic blue stacked boxes/tiles with white text:</p> <ul style="list-style-type: none"> • Human Rights and the workplace (navy) • Human Rights and Communities (royal) • Human Rights and Government (sky) <p>When user clicks each title, a pale blue box is revealed as a horizontally oriented drop down with additional text. "X" in top right corner to close tile</p> <p>Image of hard hat</p> <p>User advances slide</p>

<p>facilities; Pollution of host communities' air, water and land; Increases in infectious disease incidence levels; Disruption of indigenous peoples' traditional culture and way of life; And other adverse quality of life impacts on host communities (noise, traffic volumes, inflation, etc.).</p> <p>Human Rights and Government</p> <p>VO: Human rights can impact government in many ways including: Abuses of community's right to peaceful protest by public or private security forces deployed to protect company staff and property; and</p> <p>Denial of access to remedy due to oil-driven corruption undermining judicial institutions.</p>	<p>infectious disease incidence levels; Disruption of indigenous peoples' traditional culture and way of life; And other adverse quality of life impacts on host communities (noise, traffic volumes, inflation, etc.).</p> <p>Human Rights and Government</p> <p>VO: Human rights can impact government in many ways including: Abuses of community's right to peaceful protest by public or private security forces deployed to protect company staff and property; and</p> <p>Denial of access to remedy due to oil-driven corruption undermining judicial institutions.</p>	
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a. Screen Title: Who can impact or be impacted by Human Rights Issues?		
Audio:	On-screen text:	On-screen graphics:
<p>Who can impact or be impacted by Human Rights Issues?</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>Who can impact or be impacted by Human Rights Issues?</p>	<p>Text <fades in and out></p> <p>Puzzle piece image <fades in></p> 

		<p>Next text box <fades in></p> <p>Circles appear around different parties affected by oil and gas/human rights</p> <p>Automatic advance</p>
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Screen Title: Scenario 1		
Audio:	On-screen text:	On-screen graphics:
<p>Now let's look at a couple scenarios to test our knowledge.</p> <p>In a South East Asian country, on-site contractors are subject to poorer employment conditions than company employees and lack access to any grievance mechanism.</p> <p>What category of Human Rights has been impacted in this scenario?</p> <p>Select the button with the category this scenario fits in.</p> <p><When clicked></p> <p>Workplace Rights</p> <p>VO: You're correct! This is a violation of <u>Workplace Rights</u>, specifically the right to just and favorable work conditions. Additionally, this scenario is also impacting the right to effective remedy, under <u>Civil and Political Rights</u>.</p> <p><When Clicked></p> <p>Civil and Political Rights</p> <p>VO: You're very close! While this scenario does impact the right to effective remedy, under <u>Civil and Political Rights</u>, there is a better answer.</p>	<p>Text box:</p> <p>Now let's look at a couple scenarios to test our knowledge.</p> <p><fade out></p> <p><fade in/fade out></p> <p>Scenario 2</p> <p><transparent box fades in over image></p> <p><fade in></p> <p>In a South East Asian country, on-site contractors are subject to poorer employment conditions than company employees and lack access to any grievance mechanism.</p> <p><fade in on top of slide></p> <p>What category of Human Rights has been impacted in this scenario?</p> <p><fade in></p> <p>Select the button with the category this scenario fits in.</p> <p><fade in></p> <p>Workplace Rights</p> <p><text appears when clicked></p>	<p>Text box: Scenario 1</p> <p>Image: workers in bright vests and hard hats</p> <p>Text box: description of scenario</p> <p>Buttons appear that reveal scenario potential answers, when clicked layer is visible with response and voice over.</p> <p>User advances slide</p> 

<p><When Clicked></p> <p>Economic, Social, and Cultural Rights</p> <p>VO: Incorrect. This scenario is not an example of <u>Economic, Social and Cultural Rights</u> being impacted.</p>	<p>You're correct! This is a violation of <u>Workplace Rights</u>, specifically the right to just and favorable work conditions.</p> <p>Additionally, this scenario is also impacting the right to effective remedy, under <u>Civil and Political Rights</u>.</p> <p><fade in></p> <p>Civil and Political Rights</p> <p><text appears when clicked></p> <p>You're very close! While this scenario does impact the right to effective remedy, under <u>Civil and Political Rights</u>, there is a better answer.</p> <p><fade in></p> <p>Economic, Social, and Cultural Rights</p> <p><text appears when clicked></p> <p>Incorrect. This scenario is not an example of <u>Economic, Social and Cultural Rights</u> being impacted.</p> <p>Citation for scenario information</p>	
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Screen Title: Scenario 2		
Audio:	On-screen text:	On-screen graphics:
<p>VO: And now let's examine another scenario. In North Dakota, access to land needed for cattle grazing is restricted due to a pipeline route, with inadequate consultation and compensation. What category of Human Rights has been impacted in this scenario?</p>	<p><fade in/fade out></p> <p>Scenario 2</p> <p><fade in></p>	<p>Image: a field with trees and cows</p> <p>Text boxes (pale grey/transparent with dark font)</p> <p>Buttons (blue box with white font)</p>

<p>Select the button with the category this scenario fits in.</p> <p><when Workplace Rights clicked> VO: Incorrect. This is not an example of <u>Workplace Rights</u>.</p> <p><when Civil and Political Rights clicked> VO: You're very close! While this scenario may impact <u>Civil and Political Rights</u>, there is a better answer.</p> <p><when Economic, Social, and Cultural Rights clicked> VO: You're correct! This is a violation of <u>Economic, Social, and Cultural Rights</u>, specifically the right adequate standard of living.</p>	<p>In North Dakota, access to land needed for cattle grazing is restricted due to a pipeline route, with inadequate consultation and compensation.</p> <p><transparent box fades in> What category of Human Rights has been impacted in this scenario?</p> <p>Select the button with the category this scenario fits in.</p> <p><reveal> Buttons: Workplace Rights Civil and Political Rights Economic, Social, and Cultural Rights</p> <p><when Workplace Rights clicked> Incorrect. This is not an example of <u>Workplace Rights</u>.</p> <p><when Civil and Political Rights clicked> You're very close! While this scenario may impact <u>Civil and Political Rights</u>, there is a better answer.</p> <p><when Economic, Social, and Cultural Rights clicked> You're correct! This is a violation of <u>Economic, Social, and Cultural Rights</u>, specifically the right adequate standard of living.</p>	<p>Buttons appear that reveal scenario potential answers, when clicked layer is visible with response and voice over.</p> <p>User advances slide</p> 
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Screen Title: Summary		
Audio:	On-screen text:	On-screen graphics:

<p>As you can see, human rights are universal and inalienable, in that they encompass ALL areas of our lives and cannot be taken away.</p> <p>And, oil and gas activities have a significant impact on human rights. Click each of the boxes above to review some examples!</p>	<p>As you can see, human rights are universal and inalienable, in that they encompass ALL areas of our lives and cannot be taken away.</p> <p>Workplace rights:</p> <ul style="list-style-type: none"> ● Worker's rights ● Pay ● Work hours ● Conditions <p>Community</p> <ul style="list-style-type: none"> ● Relocation of settlements ● Pollution ● Disease rates ● Disruption of traditional culture <p>Government</p> <ul style="list-style-type: none"> ● Abuses of right to peaceful protest ● Preventing remedy of corruption <p>And, oil and gas activities have a significant impact on human rights. Click each of the boxes above to review some examples!</p>	<p>Image of several people in a large tube, silhouette. Semi transparent</p> <p>Text box at top and buttons</p> <p>Buttons with text for each area of review</p> <p>When clicked, buttons reveal layer with key information to review</p> 
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Screen Title: Knowledge
Check 1

Audio

On-screen text:

On-screen graphics:

VO: What is the definition of Human Rights?	<p>What is the definition of Human Rights?</p> <ul style="list-style-type: none"> • Rights endowed to us by our creator • Universal and inalienable rights inherent to all human beings • Something invented by the United Nations • Things you should be able to do as a human <p>Correct answer: Universal and inalienable rights inherent to all human beings</p>	<p>Multiple choice quiz</p> <p>Question in black shadowed font</p> <p>Blue text box around multiple-choice answer options</p> <p>Feedback: correct OR incorrect try again (2 chances)</p>
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Screen Title: Knowledge Check 2		
Audio:	On-screen text:	On-screen graphics:
Which of the following are all examples of categories of Human Rights listed in the previous slides?	<p>Which of the following are all examples of categories of Human Rights listed in the previous slides?</p> <p>(select all that apply)</p> <ul style="list-style-type: none"> • Workplace rights • Economic, social and cultural rights • Personal rights • Civil and political rights <p>Correct: all but “Personal rights”</p>	<p>Multiple choice quiz</p> <p>Question in black shadowed font</p> <p>Blue text box around multiple-choice answer options (boxes for user to select all that apply)</p> <p>Feedback: correct OR incorrect try again (2 chances)</p>

Screen Title: Knowledge Check 3

Audio:	On-screen text:	On-screen graphics:
Which of the following is an example of how oil and gas activities affect human rights and communities?	<p>Which of the following is an example of how oil and gas activities affect human rights and communities?</p> <ul style="list-style-type: none"> ● Involuntary relocation of local settlements to make way for construction of new facilities ● Denial of access to remedy due to oil-driven corruption undermining judicial institutions ● Unsafe and unsanitary working conditions ● All of the above <p>Correct: Involuntary relocation of local settlements to make way for construction of new facilities</p>	<p>Multiple choice quiz</p> <p>Multiple choice quiz</p> <p>Question in black shadowed font</p> <p>Blue text box around multiple-choice answer options</p> <p>Feedback: correct OR incorrect try again (2 chances)</p>

Screen Title: Closing		
Audio:	On-screen text:	On-screen graphics:
<p>Great Work!</p> <p>To Review:</p> <p>Human rights are universal and inalienable rights inherent to all human beings. Human rights can be grouped into three different categories. Oil and Gas activities can affect human rights in several ways.</p> <p>Thank you! And have a great rest of your day!</p>	<p>Great Work!</p> <p>To Review:</p> <ul style="list-style-type: none"> ● Human rights are universal and inalienable rights inherent to all human beings. ● Human rights can be grouped into three different categories. ● Oil and Gas activities can affect human rights in several ways. <p>Thank you!</p>	<p>Image of man and woman coworkers high-fiving.</p> <p>Transparent blue box fades in over image</p> <p>Text: To Review (white faded out edges, dark font) <fades in.</p> <p>Bullet points are slow revealed (cued with audio) in white font</p> <p><text box fades out></p> <p>Text box: Thank you! <fades in></p>

