Human Rights Awareness Storyboard

Target Audience: All project and operations employees who may encounter human rights issues

Learning Objectives: After this course, you will be able to:

1. Classify human rights as they relate to the oil and gas industry
2. Determine which company process needs to be followed to reduce the risk of a human rights violation occurring

Learning Level: Knowledge and Performance

Outline:

- Course Intro / Navigation / Objectives
- Pre-Assessment
- Human Rights Basic Background (3 categories)
    - Civil and Political Rights
    - Workplace Rights
    - Economic, Social, and Cultural Rights
    - Knowledge Check #1
- Impact of Human Rights
- Specific Human Rights Issues in Oil and Gas
    - Branching Scenarios from 3 categories
    - Knowledge Check #2
- Responsibility for Protecting Human Rights
    - Global Scale
    - Alignment to Business Objectives
- Tackling Human Rights Issues at our Company
    - Policies, Positions, & Principles
    - Integration & Implementation
    - Internal & External Communications
    - Scenarios: how to handle situation utilizing above examples/processes when facing potential risks/issues
- Additional Resources

- Quiz
- Summary/Reflection from Pre-Assessment
- Congratulations

Estimated Seat Time: 30 minutes

Directions:

- 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.
  - 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, "Visual/Display."

When rectangle at bottom of screen with directions, color: Directions rectangle at bottom color: #D16349

Fonts: Title font: Bodoni MT Black

All other fonts: Open Sans (Body)

Numbers in parenthesis (1) or any text in green should not be on the screen – this is to designate what is being coordinated with the animation/audio

If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline

For questions or comments, please use the Comments feature

Module Resources/References:

- Company Disclaimer Image (from source material)
- International Covenant on Civil and Political Rights: https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-civil-and-political-rights
- International Covenant on Economic, Social, and Cultural Rights: https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-economic-social-and-cultural-rights
- Universal Declaration of Human Rights: https://www.un.org/en/about-us/universal-declaration-of-human-rights
- Official Position on Human Rights: https://www.conocophillips.com/sustainability/creating-shared-value/valuing-human-rights/#:~:text=ConocoPhillips%20is%20committed%20to%20respecting,or%20economic%20discrimination%20or%20abuse.
- Expectations for Suppliers: https://www.conocophillips.com/sustainability/integrating-sustainability/supply-chain-sustainability/
- Code of Business Ethics and Conduct: http://static.conocophillips.com/files/resources/codeofethics.htm#1
- Human Rights Due Diligence Guidance: https://www.ipieca.org/resources/good-practice/human-rights-due-diligence-guidance/
- Annual Report: https://static.conocophillips.com/files/resources/conocophillips-2021-vpshr.pdf
- Social Performance Guidance: https://static.conocophillips.com/files/resources/22-0239-sd-security-human-rights.pdf
- Human Rights Training Tool: https://www.ipieca.org/resources/good-practice/human-rights-training-tool-3rd-edition/
- Integrating human rights into environmental, social and health impact assessments. A practical guide for the oil and gas industry: https://www.ipieca.org/resources/good-practice/integrating-human-rights-into-environmental-social-and-health-impact-assessments-a-practical-guide-for-the-oil-and-gas-industry/
- Community grievance mechanisms in the oil and gas industry: https://www.ipieca.org/resources/good-practice/community-grievance-mechanisms-in-the-oil-and-gas-industry/
- Company and supply chain labor rights guidance: https://www.ipieca.org/resources/good-practice/company-and-supply-chain-labour-rights-guidance/
- Human Rights Factsheet: https://www.ipieca.org/media/4995/hr_fact_sheet_2019_update_v4.pdf

Slide [1.1]/ Menu Title: *Title Slide*

Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
(1) Welcome to the Human Rights Awareness Training. Let's begin. (2,3,4) Press the (5) "Navigation" button for a quick overview of how to use the navigation tools in this training or press the (6) "start" button to begin.	(1) Welcome to Human Rights Awareness Training (2) Press the "Navigation" button or press the "start" button to begin. (3) Navigation (4) Start	 stock background image related to human rights (sample above) – transparency 60% Press the "Navigation" button or press the "start" button to begin. Directions bar at the bottom of slide Navigation button in top left-hand corner Start button in top right-hand corner 2 Arrows (same color as directions bar) • (5) 1 pointed to navigation button • (6) 1 pointed to start button	Audio begins when timeline starts (1) (3) (4)Fades in (2) (5) (6) Fly in Next and Previous (standard player) buttons removed from player for this slide Start button brings learner to slide 1.2 Navigation button brings learner to 1.3

Slide [1.2]/ Menu Title: Pre-Assessment			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Let's see what you already know about Human Rights. Type your name and then answer the following questions:	Type your name below Why do you think Human Rights are important to discuss?	Variable #1-box Variable #2-box Variable #3-box	Audio begins when timeline starts Text Variable#1: Name

Why do you think Human Rights are important to discuss? What human rights situations can be found in the Oil and Gas Industry?	What human rights situations can be found in the Oil and Gas Industry?	Human rights related image (use stock image) – transparency about 90%	TextVariable#2: Learner will type reflection question in response to Why do you think Human Rights are important to discuss? TextVariable#3: Learner will type reflection question in response to What human rights situations can be found in the Oil and Gas Industry? Next (built in) button brings learner to slide 1.2 Previous (built in) button brings learner to 1.5
Notes: Questions are Text variables to be recalled in last slide			

Slide [1.3]/ Menu Title: *Navigation*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Welcome to the navigation overview. This will give you a quick explanation of how to interact with this module. (1) Click on the arrows to learn about the different buttons that will help you navigate through this training.	Navigation Overview Click on the arrows to learn about the buttons you will be using to navigate this training.	Screenshot of Player with a blank background 6 arrows (1) • (2) Menu Arrow • (3) Check Mark Arrow • (4) Previous Arrow • (5) Next Arrow • (6) Submit Arrow • (7) Resources Arrow	Audio begins when timeline starts Next button disabled when timeline begins (1) Wipe effect aligned with audio

			When learner selects (2), pause Base Layer Audio and learner jumps to Menu Layer When learner selects (3), pause Base Layer Audio and learner jumps to check mark layer When learner selects (4), pause Base Layer Audio and learner jumps to previous layer When learner selects (5), pause Base Layer Audio and learner jumps to next layer When learner selects (6), pause Base Layer Audio and learner jumps to submit layer When learner selects (7), pause Base Layer Audio and learner jumps to resources layer When all arrows have been selected, Avatar Layer lightbox interaction occurs, closes when audio ends and user automatically move to slide 1.3

			If learner selects the previous button, learner goes back to slide 1.1
Notes: Purpose of the screenshot of the player is to snow the learner where the areas of navigation on the menu are located-therefore a screenshot of the player with blank white background would be less distracting			
Slide [1.3a]/ Menu Title: *Navigation: Menu Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
This is the menu icon. You may choose to keep it open, and you will be able to track your progress or if you click it again, it will hide the menu.	This is the menu icon. It allows you to see the upcoming topics. You can close it by simply pressing the menu button again.	Caption or rectangle with on screen text Circle highlighting the menu icon/3 dashes on screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.3b]/ Menu Title: *Navigation: Check Mark Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
This check mark shows your progress through the different pages of the training. When you have finished reading the page or completed the activity, a check mark will appear to mark your progress. You can revisit any previous slides by simply clicking on the name of the slide.	Once you have read through the slide and completed any required activities, you may move on, and your progress will be recorded by a check mark.	Caption or rectangle with on screen text Circle highlighting the check mark example from screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.3c]/ Menu Title: *Navigation: Previous Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
This is the Previous Slide button. If you want to return to the previous topic, select this and the training will bring you back. You can also navigate using the topics in the menu.	This is the previous slide button. Select this to return to the previous slide.	Caption or rectangle with on screen text Circle highlighting previous button on screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes

Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.3d]/ Menu Title: *Navigation: Next Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
This is the Next Slide button. Once you have completed the required reading or tasks, you may move on to the next topic. Sometimes the next button will be disabled until all activities on the page have been completed.	This is the next slide button. Once you have read and completed any interactions, select it to move on.	Caption or rectangle with on screen text Circle highlighting the next button on screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.3e]/ Menu Title: *Navigation: Submit Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
This is the Submit Button. Occasionally, you will have a knowledge check question that will ensure you are retaining the material. When you finish answering the question, you will select the submit button. You will also encounter this at the end when you will take the Quiz but the submit button will not be on every slide.	This is the submit button. When you are asked questions during a knowledge check or the Quiz at the end, press the submit button when you finish. This option will not be on all slides.	Caption or rectangle with on screen text Circle highlighting the submit button on screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.3f]/ Menu Title: *Navigation: Resources Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
This is the resources tab. There are external links to more information about topics we will cover in this training. You can visit this at any time and you will also be pointed to this tab throughout the training.	This is the resources tab. There are external links to give you more in-depth information about the topics that are covered in this training.	Caption or rectangle with on screen text Circle highlighting the resources area on screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes

Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.3g]/ Menu Title: *Navigation: Avatar Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
This is Ava. She will pop up periodically and work through different scenarios and situations with you.	Hi there! I'm excited to work with you today. Let's get started.	Avatar in office environment (stock photo) Caption with on screen text	Lightbox this layer once Next button becomes enabled/all other layers have been visited Audio begins when lightbox opens Close lightbox when audio completes on this layer
Notes: Objects on base layer not hidden (option not selected)-all arrows hidden			

Slide [1.4]/ Menu Title: Lesson Objectives			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Thanks for reflecting and sharing your current opinions. There is so much information out there about human rights. Hey look, it's our friend Ava. What is she up to? Hello! I'm trying to find some information about classifying human rights and the processes we are supposed to follow. It's a bit overwhelming since there is so much information. Can you help me find some specific information to focus on?	(1) Click on the books to try and reveal the information you are seeking during this session today • (2) Classify human rights as they relate to the oil and gas industry • (3) Determine which company process needs to be followed to reduce the risk of a human	Background image: stock photo or Storyline image: Library Desk with several library books on top Ava avatar-should be realistic/match the style of library/desk/book backgrounds and hotspots used throughout the training	Audio begins when timeline starts (1) Hotspots available over two of the books on the desk timed to audio (2) Lightbox with objective (3) Lightbox with objective (4) Second lightbox has been closed; learner automatically goes to Jumping In Layer

(1) Click on the books to try and reveal the information you are seeking during this session today	rights violation occurring		Next button disabled when timeline begins Previous (built in) button brings learner to 1.4
Slide [1.4a]/ Jumping In Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Awesome, so this is what we are going to be working through today. When you're ready, click next to begin.	By the end of the session today, we will be able to: • Classify human rights as they relate to the oil and gas industry • Determine which company process needs to be followed to reduce the risk of a human rights violation occurring	Ava avatar with same Background image of library Ava holding a poster with listed objectives	Audio begins when timeline starts on this slide Next (built in) button set to normal when timeline begins on this layer - brings learner to slide 1.6 Previous (built in) button brings learner to 1.4
Notes: Audio should be in Ava's voice			

Slide [1.5]/ Menu Title: *Human Rights Overview*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Let's hear a quick overview of what human rights actually are and how they are categorized. (1) Human rights are universal rights every person in the world is granted. Laws have been agreed upon in the international community to guarantee these rights. If you want to know more	Human Rights Overview (1) According to international frameworks*, human rights are universal and inalienable rights inherent to all human beings. Human rights can	Clickable button in the middle of the screen:  3 buttons on top of directions bar going across: 	Audio begins when timeline starts All animations (1-6): Fade entrance animation .25 seconds

about the specific international frameworks, (2) click the "here" button. There are three categories most human rights fall into: (3) Civil and Political Rights, (4) Workplace Rights, and (5) Economic, Social, and Cultural Rights. (6) Click on the different tabs to learn about the specific rights that fall under each category.	be grouped into different categories. (2) Click here to learn more about the international frameworks mentioned above. (3) Civil and Political Rights (4) Workplace Rights (5) Economic, Social, and Cultural Rights (6) Click on the different tabs above to learn about different rights that fall under each category.	 Directions bar at the bottom of the slide	When learner clicks on Civil and Political Rights button, learner jumps to layer 1.6a and base layer audio pauses When learner clicks on Workplace Rights button, learner jumps to layer 1.6b and base layer audio pauses When learner clicks on Economic, Social, and Cultural Rights button, learner jumps to 1.6c layer and base layer audio pauses When learner clicks on “Click here to learn more..” button, learner jumps to International Frameworks Layer and base layer audio pauses Next (built in) button brings learner to slide 1.7 *Next button is disabled at start of timeline and enabled when 1.6a, 1.6b, 1.6c layers are visited) Previous (built in) button brings learner to 1.5

Slide [1.5a]/ Civil and Political Rights Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
These are examples of Civil and Political Rights. These types of rights surround the idea that a human has duties to other individuals and to the community to which they belong. Some examples are listed on this page. When you are finished reading, (7) press the back button in the upper right-hand corner.	(1) Right to life, liberty, and security (2) Freedom of opinion and expression (3) Freedom of thought, conscience, and religion (4) Freedom of assembly (5) Freedom from torture (6) Right to an effective remedy	Blank directions bar at bottom Civil and Political Rights button present in same starting location as base layer (7) Back button in upper right-hand corner Stock photo of protester as background (sample below) – transparency 80% 	Audio begins when timeline starts Motion path begins when timeline starts: Civil and Political Rights button moves from original location – turns and sits centered on blank directions bar – duration 2 seconds Beginning at 3 seconds, (1-6) fly in spaced out every 2 seconds (7) Back button appears in sync with audio When learner selects back button, layer is hidden, and user returns to base layer.
Notes: Back button same color as directions bar			
Slide [1.5b]/ Workplace Rights Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
These are examples of Workplace Rights. As you can probably assume, these types of rights address the work conditions and worker's rights. Some examples are listed on this page.	(1) Just and favorable work conditions (2) Freedom of association (3) Elimination of forced labor	Blank directions bar at bottom Workplace Rights button present in same starting location as base layer (7) Back button in upper right-hand corner	Audio begins when timeline starts Motion path begins when timeline starts: Workplace Rights button moves from original location – (line) and moves down to sit centered on

When you are finished reading, (8) press the back button in the upper right-hand corner.	(4) Abolition of child labor (5) Health and safety (6) Avoidance of discrimination (7) Freedom from harassment	Stock photo of children working (sample below) – transparency 80% 	blank directions bar – duration 2 seconds Beginning at 2 seconds, (1-7) fly in spaced out every 2 seconds (8) Back button appears in sync with audio When learner selects back button, layer is hidden, and user returns to base layer.
Notes: Back button same color as directions bar			
Slide [1.5c]/ Economic, Social & Cultural Rights Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
These are examples of Economic, Social, and Cultural Rights. This is a fairly broad category, as it assures the enjoyment of all economic, social, and cultural rights for individuals and communities in order to live with dignity. Some examples are listed on this page. When you are finished reading, (8) press the back button in the upper right hand corner.	(1) Right to own property (2) Rights of minorities (3) Freedom of movement/residence (4) Adequate standard of living (5) Right to education (6) Right to take part in cultural life (7) Rights of children and mothers	Blank directions bar at bottom Economic, Social and Cultural Rights button present in same starting location as base layer (7) Back button in upper right-hand corner Stock photo of a classroom (sample below) – transparency 80%	Audio begins when timeline starts Motion path begins when timeline starts Economic, Social, and Cultural Rights button moves from original location – turns and sits centered on blank directions bar – duration 2 seconds Beginning at 4 seconds, (1-7) fly in spaced out every 2 seconds (8) Back button appears in sync with audio

			When learner selects back button, layer is hidden, and user returns to base layer.

Notes: Back button same color as directions bar

Slide [1.5d]/ International Frameworks Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
These are the frameworks agreed upon by the vast majority of the international community. To learn more about the actual bills, click the (5) resources tab in the upper right-hand corner and you will be directed to the United Nations website. When you are finished reading, (6) press the back button in the upper right-hand corner.	International frameworks foundational to these rights: (1) International Bill of Human Rights (the collective term for the Universal Declaration of Human Rights –1948) (2) International Covenant on Civil and Political Rights (1966) (3) International Covenant on Economic, Social and Cultural Rights (1966) (4) Click on the resources tab to learn more.	(6) Back button in upper right-hand corner (5) Arrow in upper right-hand corner (pointing to resources tab) Stock photo – border of something representing human rights (sample below) – transparency 80% 	Audio begins when timeline starts Beginning at 1 second, (1-4) fade in spaced out every 2 seconds (5) Arrow appears in sync with audio indicating resources tab – wipe effect 0.5 seconds duration about 5 seconds then disappears (6) Back button appears in sync with audio When learner selects back button, layer is hidden, and user returns to base layer.

Slide [1.6]/ Menu Title: *Knowledge Check #1*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**

Now it's time for a knowledge check. This will show your understanding of the different categories of human rights we just reviewed. Drag and match each scenario to the category of rights that are being violated. Press the submit button when finished.	Knowledge Check #1 Drag and match each scenario to the category of rights that are being *violated* Civil and Political Rights Workplace Rights Economic, Social, and Cultural Rights A man is arrested for attempting to enter his church and pray A woman is not given a break during her 10 hour work shift A new family moves into town and is told the local school is not accepting new students.	Stock photo – border of something representing human rights (sample below) – transparency 80% Standard Continue button on Incorrect/Correct layer Stock photo background (sample below) transparency 40% 	Audio begins when timeline starts Standard submit button when appears when drag and drop options are all matched When learner selects submit button, learner will go to Incorrect/Correct layer depending on results When learner selects Continue button from either Incorrect/Correct layer – learner will jump to slide 1.8

Notes: Drag and Drop Freeform (not counted toward Quiz score at end of lesson) – 1 attempt
Correct Answers:
1. A man is arrested for attempting to enter his church to pray is matched with **Civil and Political Rights**
2. A woman is not given a break during her 10-hour work shift is matched with **Workplace**
3. A new family moves into town is told the local school is not accepting new students is matched with **Economic, Social, and Cultural Rights**

Slide [1.6a]/ Correct Layer

Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
	Correct! That's right! You correctly matched the		When learner selects Continue button and jump to slide 1.8

	examples to the rights that are being violated	Standard feedback/(non-graded) quiz layer	
Notes:			
Slide [1.6b]/ Incorrect Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
	Unfortunately, at least one selection was incorrect. The correct answers are: 1. A man is arrested for attempting to enter his church to pray is matched with Civil and Political Rights since he is denied his freedom of religion. 2. A woman is not given a break during her 10-hour work shift is matched with Workplace Rights because her working conditions are neither just nor favorable. 3. A new family moves into town is told the local school is not accepting new students is matched with Economic, Social, and Cultural Rights because the child has a right to education.	Standard feedback/(non-graded) quiz layer Correct answers via screenshot displayed	When learner selects Continue button and jump to slide 1.8

Slide [1.7]/ Menu Title: *Oil and Gas Human Rights Issues*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**

Let's look more specifically at our own Oil and Gas Industries. (1)Click on the different tabs to learn about human rights issues that have already impacted this industry. When you are done, the select the next button to move on to another knowledge check.	Human Rights Issues in Oil and Gas Industries Human Rights and the Workplace Human Rights and Communities Human Rights and the Government (1)Click on the different tabs above to learn about more specific examples from the oil and has industries	Directions bar across the bottom (blank to start) 3 accordion tab options: Human Rights and the Workplace Human Rights and Communities Human Rights and the Government	Audio begins when timeline starts Accordion Interaction- Accordion tabs are disabled when timeline begins State of accordion tabs all set to normal when timeline ends on slide Next button is disabled until all layers have been visited (1) Directions appear in sync with audio When learner selects Human Rights and the Workplace accordion tab, learner is taken to Human Rights and the Workplace Layer, Base layer audio pauses. When learner selects Human Rights and Communities accordion tab, learner is taken to Human Rights and Communities Layer, Base layer audio pauses.

			When learner selects Human Rights and the Government accordion tab, learner is taken to Human Rights and the Gov't Layer, Base layer audio pauses. When learner selects Next (built in) learner proceeds to slide 1.10 When learner selects Previous (built in) learner goes back to slide 1.8
Slide [1.7a]/ Human Rights and the Workplace Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
These are examples of human rights issues that relate to rights in the workplace. There is a wide range of issues that could fall under this category, these are just some more common examples.	• (1) Restrictions in local laws on workers' rights to form associations and bargain collectively • (2) Unsafe and unsanitary working conditions • (3) Excessive working hours for shift or contracted workers • (4) Discrepancies in pay between	Standard Accordion interaction	Audio begins when timeline starts Beginning at 0.5 seconds, (1-4) fly in spaced out every 0.5 seconds Set state of accordion tab (HR & Workplace) to visited when timeline ends Pause Layer Audio when learner selects other accordion tabs When learner selects Human Rights and Community

	employees of different genders/nationalities		Accordion tab, show Human Rights and Community Layer When learner selects Human Rights and the Government Accordion tab, show Human Rights and Government Layer
Slide [1.7b]/ Human Rights and Communities Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
These are examples of human rights issues that relate to rights in the community. This is generally related to the environment but also relates to the lives of the people. Here are some common examples.	• (1) Involuntary relocation of local settlements to make way for construction of new facilities • (2) Pollution of host communities' air, water and land • (3) Increases in infectious disease incidence levels • (4) Disruption of indigenous peoples' traditional culture and way of life • (5) Other adverse quality of life impacts on host communities (noise, traffic volumes, inflation, etc.)	Standard Accordion interaction	Audio begins when timeline starts Beginning at 0.5 seconds, (1-5) fly in spaced out every 0.5 seconds Set state of accordion tab (HR & Communities) to visited when timeline ends Pause Layer Audio when learner selects other accordion tabs When learner selects Human Rights and the Workplace Accordion tab, show Human Rights and the Workplace Layer When learner selects Human Rights and the Government Accordion tab, show Human Rights and Government Layer

Slide [1.7c]/ Human Rights and Gov't Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
These are examples of human rights issues that relate to the government. These issues are generally systemic and higher level. Here are a couple of examples.	• (1) Abuses of community's right to peaceful protest by public or private security forces deployed to protect company staff and property • (2) Denial of access to remedy due to oil-driven corruption undermining judicial institutions	Standard Accordion interaction	Audio begins when timeline starts Beginning at 1 second, (1-2) fly in animation spaced out every 1 second Set state of accordion tab (HR & Government) to visited when timeline ends Pause Layer Audio when learner selects other accordion tabs When learner selects Human Rights and the Workplace Accordion tab, show Human Rights and the Workplace Layer When learner selects Human Rights and Communities Accordion tab, show Human Rights and Communities Layer

Slide [1.8]/ Menu Title: ***Knowledge Check #2***			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Now it's time for another knowledge check. This will give you the opportunity to practice	Knowledge Check #2	7 rectangular cards with text (1-7) Human	Audio begins when timeline starts.

categorizing examples of human rights issues the Gas and Oil industry has faced. Drag each example into the correct category of human rights issues in the Oil and Gas Industry. Click submit after all cards have been categorized.	Drag each example into the correct category of human rights issues in the Oil and Gas Industry. Click submit after all cards have been categorized (1) Increases in infectious disease incident levels (2) Excessive working hours for shift or contracted workers (3) Unsafe and unsanitary working conditions (4) Disruption of indigenous peoples' traditional culture and way of life (5) Denial of access to remedy due to oil-driven corruption undermining judicial institutions (6) Restrictions in local laws on workers' rights to form associations and bargain collectively	Standard submit button when appears when drag and drop options are all matched Stock photo background (sample below) transparency 80% 3 icons across the bottom corresponding/above Human Rights & Community, Human Rights & the Workplace, Human Rights & The Government labels	Submit button disabled when timeline begins T/F Variable: Change each Example (1-7) to True when user drops examples onto any of the 3 icons Additional T/F Variable: Change variable to True when all Examples (1-7) are True Set state of Submit Button to Normal when Additional T/F Variable changes to True Audio pauses when learner selects submit If learner is correct, learner goes to correct layer after pressing submit If learner is incorrect and this is their first-time submitting answers, learner goes to try again layer after pressing submit If learner is incorrect and this is their second time submitting answers, learner goes to Sorry layer after pressing submit

	(7) Pollution of host communities' air, water, and land Human Rights & Community Human Rights & the Workplace Human Rights & The Government		
Notes: Drag and Drop Interaction: 2 Attempts – Return item to start point if dropped outside any drop target Snap dropped items to drop target (snap to center) – Delay feedback Correct Answers: (1)=Community (2)=Workplace (3)=Workplace (4)=Community (5)=Government (6)=Workplace (7)=Community			
Slide [1.8a]/ Knowledge Check #2: Correct Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
You did it! Please take a moment to review all the correct answers before clicking continue.	Correct! You correctly categorized all of the examples	Image of all answers correctly categorized and displayed so learner can review easily.	Audio begins when timeline starts When learner selects continue button, learner jumps to slide 1.11
Slide [1.8b]/ Knowledge Check #2: Try Again Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	Animation / Interaction:
Not quite, at least one of your answers is incorrect. Click the Try Again button to try one more time.	Sorry, at least one of your answers is incorrect. Try again one more time.	Encouraging stock image about trying again Try Again button	Audio begins when timeline starts Motion Path Interactions: For each example (1-7) Move back

			to original location if answer is not dropped into correct icon. When learner selects Try Again button, Try Again layer disappears, and learner returns to base layer

Slide [1.8c]/ Knowledge Check #2: Sorry Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Sorry, at least one of your answers is still incorrect. Take a moment to review the correct answers below before selecting the continue button.	Sorry, at least one of your answers is incorrect. Please review the correct answers below.	Image of all answers correctly categorized and displayed so learner can review easily.	Audio begins when timeline starts. When learner selects continue button, learner jumps to slide 1.11

Slide [1.9]/ Menu Title: *Allegations: Scenario Setup*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Audio1:Let's check in with Ava again. Hey Ava, how are you feeling? Ava: I'm doing okay I feel like I have a handle on the classification of the human rights issues. I am kind of wondering how often this actually happens though. Maybe I'll do a quick search on the internet. Oops. I may have found something… (1-7)	(1) Dakota Access Demonstrators Inspire New Pipeline Protests NPR- March 6, 2018 (2) Exxon to Face Lawsuit Over Rights Violations in Indonesia New York Times - July 8, 2011	Library background with desk (stock images or storyline library) Computer on desk with Avatar Ava Folded newspaper with heading (1-7) pop up and learner clicks through the headlines Arrow at bottom of newspaper highlighted to tell reader to press to go to next newspaper heading X button on last newspaper heading	Audio begins when timeline starts Newspaper headings (1-7) in sync with Audio#1 When learner presses x button on last newspaper heading, Audio2 begins playing When Audio2 completes, learner is automatically moved to slide 1.13

Audio2: Well, I guess it miiight be something we run into. I would prefer not to be in the headlines for this sort of thing so we should know how to handle it if it does.	(3) Total Accused of Human Rights Abuses in Burma Time magazine – July 6, 2010 (4) Ecuador's Amazonians sue Chevron over poison waterways The Daily Telegraph (UK) – November 15, 2009 (5) Shell settles Nigerian human rights abuses lawsuit The Independent (UK) – June 9, 2009 (6) Rich in Oil, Poor in Human Rights: Torture and Poverty in Equatorial Guinea Der Spiegel (Germany) – August 28, 2006 (7) Occidental Sued in Colombia Human Rights Case		

	The Los Angeles Times – April 25, 2003		
Notes: Words "Audio1" and "Audio2" should not be recorded – this is to designate that there are two separate audio tracks within this slide.			

Slide [1.10]/ Menu Title: Scenario Set Up			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Ava (Avatar): Hi again! Let's take this information and apply it to a more realistic scenario you may face at work. There are many different examples of human rights issues you could find yourself interacting with depending on your job role and responsibility. (1) From the examples on the screen, (2) select the scenario you would be (3) most likely to potentially encounter and we can walk through it together.	(1) Human Rights issues related to the workplace (2) Human Rights issues related to communities (3) Human rights issues related to interactions with governments	*Avatar on screen* *Stock photo background: office location* *Instructions bar at the bottom with 3 button options*	Audio starts when timeline begins on this layer (1-3) syncs with audio – fly in If learner selects (1) button option learner is taken to slide 1.15 If learner selects (2) button option learner is taken to slide 1.16 If learner selects (3) button option learner is taken to slide 1.17 If learner selects back button learner is taken to slide 1.13

Slide [1.11]/ Menu Title: *Scenario 1 (removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Welcome! You selected a human rights issue related to the workplace. In your job, there are many different examples you may	**Potential Human Rights Issues in the Workplace Scenario**	Ava (Avatar) speaking in an office hallway (stock image) (1) Begin button	Audio begins when timeline for this layer starts

encounter. Although the situations are different, the general procedure should be the same. Let's walk through the steps you should take if you find yourself facing one of these situations. (1) Select the begin button to start.	Let's walk through the steps you should take if you find yourself facing one of these situations.		Next button is disabled when timeline begins (1) Begin button appears synced with audio When learner selects Begin button, learner goes to slide 1.12 If learner selects Previous button, learner goes to slide 1.10
Notes: On Screen Slide Text: Numbers in parenthesis and green text (1) should not be on the screen – this is to designate what is being coordinated with the animation/audio If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline			

Slide [1.12]/ Menu Title: *Scenario 1 Question 1 (removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
I overheard one of our employees trying to dissuade a worker from joining the union. I know the union leader already asked our employee if there was space to hold a meeting to discuss some worker concerns and he already refused. I'm concerned this is putting us in a potentially bad space. (2) How do you respond?	(1) The Situation: I overheard one of our employees trying to dissuade a worker from joining the union. I know the union leader already asked our employee if there was space to hold a meeting to discuss some worker concerns and he already refused. I'm concerned this is	Ava (Avatar) speaking in an office hallway (stock image)	Audio begins when timeline for this slide starts (1-2) Fade in – 2 replaces 1 Hotspots over each answer If the learner answers correctly, jump to Correct Layer If learner answers incorrectly jump to Incorrect Layer

	putting us in a potentially bad space. Question 1: **(2) How do you respond? Select the correct answer below.** A. Shut down the work for the day and report this clear violation of the right to collective bargaining. B. Ignore it: since you did not hear the conversation, it's not your concern C. Speak with the worker and employee separately and reiterate the right to collective bargaining and allow regular consultation to address worker's rights.		If learner selects Previous button, learner goes to slide 1.11
Notes: On Screen Slide Text: Numbers in parenthesis and green text (1) should not be on the screen – this is to designate what is being coordinated with the animation/audio If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline Question 1 Answer: C			
Slide [1.12a]/ Menu Title: *Q1 Incorrect Layer*			

Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Not quite. You need to verify the situation by going to the worker first since it is secondhand information.	Not quite. You need to verify the situation by going to the worker first since it is secondhand information.	Office in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to slide 1.13 when timeline ends on this layer
Slide [1.12b]/ Menu Title: *Q1 Correct Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
That's correct! Since it is secondhand information, you need to ensure you have all the facts before moving forward.	That's correct! Since it is secondhand information, you need to ensure you have all the facts before moving forward.	Office in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to slide 1.13 when timeline ends on this layer

Slide [1.13]/ Menu Title: *Scenario 1 Question 2 (removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Question 2: How do you utilize the processes and tools already in place to help assess labor issues? Select all that apply.	How do you utilize the processes and tools already in place to help assess labor issues? Select all that apply. A. Risk Assessments using national laws and regulations	Ava (Avatar) speaking in an office hallway (stock image) Text bubble houses on screen text	Audio begins when timeline for this layer starts On screen text within speech bubble fades in at start of timeline If learner answers correctly go to Q2 Correct Layer

	B. Periodic review of feedback from supplier engagement sessions and forums C. Periodic audits of suppliers D. Periodic review of compliance with requirements in supplier contracts E. Support the original tools and processes currently in place		If learner answers incorrectly, learner goes to Q2 Incorrect Layer If learner selects Previous button, learner goes to slide 1.12
Notes: On Screen Slide Text: Numbers in parenthesis and green text (1) should not be on the screen – this is to designate what is being coordinated with the animation/audio If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline Question 2 Answer: all except Support the original tools and processes currently in place			
Slide [1.13a]/ Menu Title: *Q1 Incorrect Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Not quite. You're missing at least one correct answer. These are actually all ways to utilize the processes and tools in place, except supporting the original processes. They need to be constantly evaluated to ensure they are fully functional and don't need to be	Not quite. You're missing at least one correct answer. These are all ways to utilize the processes and tools in place, except supporting the original processes. They need to be constantly evaluated to	Office in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to slide 1.14 when timeline ends on this layer

adapted to new situations or concerns.	ensure they are fully functional and don't need to be adapted to new situations or concerns.		
Slide [1.13b]/ Menu Title: *Q1 Correct Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Correct! These are all processes and tools already in place with our company that you can utilize.	Correct! These are all processes and tools already in place with our company that you can utilize.	Office in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to slide 1.14 when timeline ends on this layer

Slide [1.14]/ Menu Title: *Scenario 1 Question 3 (removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Question 3: What should already have been in place before the employees were hired? Select the correct answer.	What should already have been in place before the employees were hired? Select the correct answer A. Risk Assessment completed B. UDHR distributed C. Product shipping materials ordered	Office in background On screen text in speech bubble	Audio begins when timeline for this layer starts On screen text within speech bubble fades in at start of timeline Hotspots appear once Audio completes over each multiple choice answer

			If learner answers A – jump to Q3 Correct layer If learner does not answer correctly jump to Q3 Incorrect Layer If learner selects Previous button, learner goes to slide 1.14
Notes: On Screen Slide Text: Numbers in parenthesis and green text (1) should not be on the screen – this is to designate what is being coordinated with the animation/audio If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline Question 3 answer: A			
Slide [1.14a]/ Menu Title: *Q1 Incorrect Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Sorry but no. The correct answer is the risk assessment tool. It is a very important tool that should be utilized before projects begin.	Sorry but no. The correct answer is the risk assessment tool. It is a very important tool that should be utilized before projects begin.	Office in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to End of Scenario layer when timeline ends
Slide [1.14b]/ Menu Title: *Q1 Correct Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Yes! The risk assessment is a very important tool that should be utilized before projects begin.	Yes! The risk assessment is a very important tool that should be utilized before projects begin.	Office in background On screen text in speech bubble	Audio begins when timeline starts

			On screen text within speech bubble fades in at start of timeline Jump to End of Scenario layer when timeline ends

Slide [1.14b]/ Menu Title: *End of Scenario Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Great! Hopefully you feel more comfortable if ever you are faced with a similar situation in the future. If you wish you can go back and complete one of the other scenarios by (1) using the menu button and selecting scenario setup. Otherwise you can move on to the quiz.		Office in background Ava with waving at beginning (1) Ava points towards Menu synced with audio	Audio begins when timeline starts Jump to slide 1.21 when timeline ends on this layer

Slide [1.15]/ Menu Title: *Scenario 2 (Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Welcome! (1) You selected a human rights issue related to the Community. You may encounter situations related to heritage and culture, children, or pollution issues. Although the examples are different, the general procedure should be the same. (2) Let's walk through the steps you should take if you find yourself facing one of these situations. (3)	(1) Potential Human Rights Issues in the Community (2) Let's walk through the steps you should take if you find yourself facing one of these situations.	Ava (Avatar) speaking at a work site (stock image) (3) Begin button On screen text in text bubbles	Audio begins when timeline for this layer starts (1-3) fade in synced with audio When learner selects Begin button, jump to Scenario Layer If learner selects Previous button, learner goes to slide 1.14

Press the begin button when you are ready.			

Notes:
On Screen Slide Text: Numbers in parenthesis and green text (1) should not be on the screen – this is to designate what is being coordinated with the animation/audio
If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline

Slide [1.15a]/ Menu Title: *Scenario Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
You're partnering with a new company and some of the employees look very young. You don't want to jump to conclusions but can't shake this growing sense of dread. Additionally, the way they're acting make you suspicious that something sketchy could be going on in terms of some child labor laws.	The Situation: You're partnering with a new company and some of the employees look very young. You don't want to jump to conclusions but can't shake this growing sense of dread. Additionally, the way they're acting make you suspicious that something sketchy could be going on in terms of some child labor laws.	Worksite in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to slide 1.16 when timeline ends on this layer

Slide [1.16]/ Menu Title: *Scenario 2 Question 1 (Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Question 1: How do you ensure you are not violating child labor laws? Select all that apply.	How do you ensure you are not violating child labor laws? Select all that apply	Work site (stock image) with multiple option question inside text bubble taking up majority of screen	Audio begins when timeline for this layer starts On screen text within speech bubble fades in at start of timeline

	• Adhere to minimum age provisions of national labour laws and regulations and, where national law is insufficient, take account of international standards • Defer to the community liaison to have hired appropriately aged workers • Use adequate and verifiable mechanisms for age verification upon recruitment • Maintain accurate and up-to-date records of all employees		If learner answers correctly, jump to Correct Answer Layer If learner does not answer correctly jump to Incorrect Answer Layer If learner selects Previous button, learner goes to slide 1.15
Notes: On Screen Slide Text: Numbers in parenthesis and green text (1) should not be on the screen – this is to designate what is being coordinated with the animation/audio If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline Question 1 answer: All except Defer to the community liaison to have hired appropriately aged workers			
Slide [1.16a]/ Menu Title: *Q1 Incorrect Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**

Sorry but no. The rest of the answers are correct, but you shouldn't defer to someone else. It's your responsibility to make sure our company and your project is adhering to all child labor laws.	Sorry but no. The rest of the answers are correct, but you should not defer to someone else.	Worksite in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to slide 1.17 when timeline ends on this layer
Slide [1.16b]/ Menu Title: *Q1 Correct Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Yes! These are all ways you can ensure the company is not violating any child labor laws. These are most effectively used together.	Yes! These are all ways you can ensure the company is not violating any child labor laws. These are most effectively used together.	Worksite in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to slide 1.17 when timeline ends on this layer

Slide [1.17]/ Menu Title: *Scenario 2 Question 2 (Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Question 2 What do we do with the underage workers we have discovered? Put the answers in the correct order.	What do we do with the underage workers we have discovered? Put these in the correct order and select submit. Options within each drop down:	Work site (stock image) with sequence drop down question inside text bubble taking up majority of screen	Audio begins when timeline for this layer starts On screen text within speech bubble fades in at start of timeline If learner answers correctly jump to Correct Layer

	(A)When children below the legal working age are found in the workplace, immediately take measures to remove them from work (B) refer to the risk assessment previously completed and ensure the wage level for the adult employees so that they can support their families without depending on children's earning (C) help the child removed from workplace and his/her family to access adequate services and viable alternatives		If learner does not answer correctly, jump to Incorrect Layer If learner selects Previous button, learner goes to slide 1.16
Notes: On Screen Slide Text: Numbers in parenthesis and green text (1) should not be on the screen – this is to designate what is being coordinated with the animation/audio If on screen text does not have animation/interaction labeled, it remains on screen from beginning of t Question 2 answer: A, C, B order			
Slide [1.17a]/ Menu Title: *Q1 Incorrect Layer*			

Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Not exactly. We want to (A) immediately take measures to remove them from work then (C) help the child removed from workplace and his/her family to access adequate services and viable alternatives And then (B) refer to the risk assessment previously completed and ensure the wage level for the adult employees so that they can support their families without depending on children's earnings	Not exactly. We want to (A) immediately take measures to remove them from work then (C) help the child removed from workplace and his/her family to access adequate services and viable alternatives And then (B) refer to the risk assessment previously completed and ensure the wage level for the adult employees so that they can support their families without depending on children's earning to ensure the most vital steps happen first.	Office in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to End of Scenario Layer when timeline ends on this layer
Slide [1.17b]/ Menu Title: *Q1 Correct Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Correct! These are the steps to not only stop this issue but follow the procedure to correct this mistake in a more permanent way.	Correct! These are the steps to not only stop this issue but follow the procedure to correct this mistake in a more permanent way.	Worksite (stock image) in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline

			Jump to End of Scenario Layer when timeline ends on this layer
Slide [1.17c]/ Menu Title: *End of Scenario Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Great! Hopefully you feel more comfortable if ever you are faced with a similar situation in the future. If you wish you can go back and complete one of the other scenarios by (1) using the menu button and selecting scenario setup. Otherwise you can move on to the quiz.		Ava with thumbs up standing at work site (stock image) On screen text in speech bubble	Audio begins when timeline starts (1) Ava changes position to pointing synced with audio Jump to slide 1.21 when timeline ends on this layer

Slide [1.18]/ Menu Title: *Scenario 3 (Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Welcome! (1) You selected a human rights issue related to the Government. In your job, you may run into something related to resettlement, or supplier issues. Although the examples are different, the general procedure should be the same. (2) Let's walk through the steps you should take if you find yourself facing one of these situations. (3) Press the begin button when you're ready.	Title: Potential Human Rights Issues in the Government Scenario Let's walk through the steps you should take if you find yourself facing one of these situations.	Stock image of something that could be construed as a more formal office/workspace in the background. (3) Begin button	Audio begins when timeline for this layer starts (1) Title Fades in (2) Speech bubble with on screen text fades in synched with audio (3) Begin button appears synced with audio When learner selects Begin button, learner goes to slide Situation Layer

			If learner selects Previous button, learner goes to slide 1.17

Notes:
On Screen Slide Text: Numbers in parenthesis and green text (1) should not be on the screen – this is to designate what is being coordinated with the animation/audio
If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline

Slide [1.18a]/ Menu Title: *Situation Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
You're taking over a job site and working with a supplier entity that has not always been so on-board with following through and upholding the human rights processes and procedures our company requires. You want to be prepared and know how to steer the relationship from the very first conversation.	The Situation: You're taking over a job site and working with a supplier entity that has not always been so on-board with following through and upholding the human rights processes and procedures our company requires. You want to be prepared and know how to steer the relationship from the very first conversation.	Board Room (stock photo) in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to slide 1.19 when timeline ends on this layer

Slide [1.19]/ Menu Title: *Scenario 3 Question 1 (Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Question 1: Select some options you can follow to engage with key suppliers on	Select some options you can follow to engage with key suppliers on human rights	Stock image of something that could be construed as suppliers in the background.	Audio begins when timeline for this layer starts

human rights commitments, including labour rights.	commitments, including labour rights. • Annual supplier letters and forums • Sharing Risk Assessment data with key suppliers • Investigate any local lawsuits against the supplier • Orientations and Pre-job meetings	On screen text (multiple response question) inside speech bubble fades in at beginning of timeline	On screen text within speech bubble fades in at start of timeline If learner answers correctly, jump to Correct layer If learner does not answer correctly jump to Incorrect Layer If learner selects Previous button, learner goes to slide 1.18
Notes: On Screen Slide Text: Numbers in parenthesis and green text (1) should not be on the screen – this is to designate what is being coordinated with the animation/audio If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline Question 1 answer: All except Investigate any local lawsuits against the supplier			
Slide [1.19a]/ Menu Title: *Q1 Incorrect Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Not quite. You do not want to take on the responsibility of investigating any lawsuits. The other options are all perfectly acceptable ways to	Not quite. All options are correct except investigating. Each of the other options are	Office in background On screen text in speech bubble	Audio begins when timeline starts

engage with the supplier in a professional but accountable way.	professional but accountable ways to engage with suppliers.		On screen text within speech bubble fades in when timeline starts Jump to slide 1.20 when timeline ends on this layer
Slide [1.19b]/ Menu Title: *Q1 Correct Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Correct! Annual letters, forums and orientations and pre-job meetings are all ways to engage with suppliers and ensure they know the expectations for our business partnership.	Correct! These are all ways to engage with suppliers and ensure they know the expectations for our business partnership.	Office in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in when timeline starts Jump to slide 1.20 when timeline ends on this layer

Slide [1.20]/ Menu Title: *Scenario 3 Question 2 (Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Question 2: Select other options you can use to engage with suppliers	Select other options you can use to engage with suppliers • Contract requirements based on Risk Assessment • Audits • Field visits • Training	Office in background On screen text in speech bubble	Audio begins when timeline for this layer starts Multiple Response question fades in when timeline begins If learner answers correctly jump to Correct Layer If learner does not answer correctly jump to Incorrect Layer

	• Protesting		If learner selects Previous button, learner goes to slide 1.19

Notes:
On Screen Slide Text: Numbers in parenthesis and green text (1) should not be on the screen – this is to designate what is being coordinated with the animation/audio
If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline
Question 2 answer: All except Protesting

Slide [1.20a]/ Menu Title: *Q1 Incorrect Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Not exactly, I think you are missing at least one. In fact, all of these except protesting are options you can use to engage with suppliers.	Not exactly, I think you are missing at least one. In fact, all of these except protesting are options you can use to engage with suppliers.	Office in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to End of Scenario Layer when timeline ends on this layer
Slide [1.20b]/ Menu Title: *Q1 Correct Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Correct! These are the steps to not only stop this issue but follow the procedure to correct this mistake in a more permanent way.	Correct! These are the steps to not only stop this issue but follow the procedure to correct this mistake in a more permanent way.	Office in background On screen text in speech bubble	Audio begins when timeline starts On screen text within speech bubble fades in at start of timeline Jump to End of Scenario Layer when timeline ends on this layer
Slide [1.20c]/ Menu Title: *End of Scenario Layer*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**

Great! Hopefully you feel more comfortable if ever you are faced with a similar situation in the future. If you wish you can go back and complete one of the other scenarios by (1) using the menu button and selecting scenario setup. Otherwise you can move on to the quiz.		Office in background On screen text in speech bubble	Audio begins when timeline starts (1) Ava changes position to pointing synced with audio Jump to slide 1.21 when timeline ends on this layer

Slide [1.21]/ Menu Title: *Quiz Introduction*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
(1) Quiz Time! Now it's time to demonstrate the knowledge you have gained from this training. (3) There will be 5 questions total. You must answer at least 4 of 5 to earn 80% and pass this course. Good luck!	(1) Quiz Time! (3) There will be 5 questions total. You must answer at least 4 of 5 correctly to earn 80% and pass this course. Good luck!	(2) Stock image of question marks below Title	Audio begins when timeline starts (1) Zoom in synced with audio (2) Fade in following Quiz Time (3) Fly in synced with audio When learner selects next, jump to slide 1.22 When learner selects previous, jump to slide 1.10

Slide [1.22]/ Menu Title: Quiz Question #1 *(Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**

None	Which of the following statements best describes human rights? A. The obligations set out in a host country's laws and regulations B. A subjective concept reflective of what individuals feel they are entitled to C. Universal and inalienable rights inherent to all human beings D. A collective term used to define the United Nations' expectations of member governments	Background: stock image (sample below) transparency 90% 	When learner selects submit, submit multiple choice question and learner goes to slide 1.23
Notes: Background for quiz questions remain the same Multiple Choice Question: correct answer: Universal and inalienable rights inherent to all human beings			

1 attempt

Slide [1.23]/ Menu Title: Quiz Question #2 *(Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
None	Which category would the following example be protected under: Protection from pollution of air, water, and land. A. Human Rights in the Communities B. Human Rights and the Government C. Human Rights in the Workplace D. Human Rights in the Environment	Background: stock image (sample below) transparency 90% 	When learner selects submit, submit multiple choice question and learner goes to slide 1.24
Notes: Background for quiz questions remain the same E. Multiple Choice Question: correct answer: Human Rights in the Communities 1 attempt			

Slide [1.24]/ Menu Title: Quiz Question #3 *(Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
None	Which category would the following example be protected under: Protection from abuses resulting from peaceful	Background: stock image (sample below) transparency 90%	When learner selects submit, submit multiple choice question and learner goes to slide 1.25

	protests by public or private security forces deployed to protect company staff and property A. Human Rights and the Workplace B. Human Rights and Communities C. Human Rights as defined by local jurisdiction D. Human Rights and the government		
Notes: Background for quiz questions remain the same Multiple Choice Question: correct answer: Human Rights and the government 1 attempt			

Slide [1.25]/ Menu Title: Quiz Question #4 *(Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
None	Which category would the following example be protected under: Protection from restrictions of local laws on worker's rights to bargain collectively A. Human Rights and the Union B. Human Rights and the Workplace	Background: stock image (sample below) transparency 90% 	When learner selects submit, submit multiple choice question and learner goes to slide 1.26

	C. Human Rights and the Government D. Human Rights and the Community		
Notes: Background for quiz questions remain the same Multiple Response Question: Human Rights and the Workplace 1 attempt			

Slide [1.26]/ Menu Title: Quiz Question #5 *(Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
None	Which is the main company process that helps guide projects when assessing potential human rights risks? A. Code of Business Ethics and Conduct B. Human Rights Position C. Stakeholder Engagement Principles D. Risk Assessments	Background: stock image (sample below) transparency 90% 	When learner selects submit, submit multiple choice question and learner goes to slide 1.27
Notes: Background for quiz questions remain the same Multiple Choice Question: correct answer: Risk Assessments 1 attempt			

Slide [1.27]/ Menu Title: Quiz Results *(Removed from Menu)*			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**

None	Results Your Score: Passing Score:	Results Heading Review Quiz Button	Set passing score to 80% When timeline starts show Success layer if learner passed Show Failure layer if learner failed
Notes: Results slide			
Slide [1.27a]/ Success Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Congratulations, you did it!	Your Score: Passing Score:	Continue button	When learner selects Continue button, learner jumps to slide 1.28
Notes: Base layer not hidden			
Slide [1.27b]/ Failure Layer			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
	Your Score: Passing Score: Unfortunately, you did not pass. Please press Review Quiz to review answers or jump to Retry Quiz to try again.	Results Heading Review Quiz Button Retry Quiz Button	When learner selects review quiz: jump back to 1.21 and show correct/incorrect responses When learner selects Retry button- reset results for 1.25 results slide and jump to slide 1.21
Notes: Base layer not hidden			

Slide [1.28]/ Menu Title: Reflection/Thank you!			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Before you leave, let's take a moment to look back on your original reflection questions about this topic. Hopefully you've	Welcome back (1) Why do you think Human Rights are important to discuss? (2)	Two notebook pads (1 with each question)	Audio begins when timeline starts (1) Name variable from slide 1.2

developed your knowledge and ideas more through this session. When you're ready, select the next button to do a final recap.	What human rights situations can be found in the Oil and Gas Industry? (3)		(2) Retrieve answers from second text variable from slide 1.2 (3) Retrieve and display answers from third text variable from slide 1.2 Next button brings learner to 1.29 Previous button brings learner back to 1.27

Slide [1.29]/ Menu Title: Summary/Conclusion			
Audio/Narration	**On-Screen Slide Text:**	**Visuals**	**Animation / Interaction:**
Congratulations! You did it!(1) Let's do a quick recap. (2) In this training module, we reviewed (3) What "human rights" are and what type of stakeholders are impacted by these risks (4) What are potential human rights issues facing oil and gas operations (5)How the company manages human rights issues (6) Now you should feel more comfortable:	(1) Conclusion In this training module, we reviewed (3) What "human rights" are and what type of stakeholders are impacted by these risks (4) What are potential human rights issues facing oil and gas operations (5) How the company manages human rights	(2) Brain icon (3) Person running icon / "doing" something (9) Thank you - stock icon or image	Audio begins when timeline starts (1) Zoom entrance animation synced to audio (2-7) Fade entrance animation synced to audio (8) Fly in entrance animation synced to audio

(7) Defining and categorizing human rights as they relate to the oil and gas industry (8) Familiarizing yourself with common scenarios and identifying the main company process (Risk Assessments) to reduce human rights violations (9) Thanks for participating today!	issues (6) Now you should be able to: (7) Define and categorize human rights as they relate to the oil and gas industry (8) Identify the main company process (Risk Assessments) to reduce human rights violations		