EXHIBIT P

Malaria Control Program

May 2019

I. Purpose:

The goal of the ExxonMobil Malaria Control Program (MCP) is to prevent all malaria cases in the non-immune population and to prevent all serious malaria cases in the semi-immune population within Exxon Mobil Corporation and its affiliates' (ExxonMobil) eligible locations.

The terms "Contractor" and "Supplier" may be used interchangeably, and the terms "Company", "Buyer", "Purchaser", or "User" may be used interchangeably.

II. Definitions:

a. "Eligible Locations" means:

1) All Company locations with malaria risk as designated in the TRAVAX Malaria Maps List; and
2) Other facilities and locations as determined by Company.

b. "Contractors"

A **"Contractor"** is defined as any entity (other than the Company) or individual (other than an Employee of the Company) that is under contract, sub-contract and/or purchase order to provide services to the Company.

b.1. "Stewardable Contractors" are Contractors over which Company exercises control and oversight when conducting stewardable work.

b.2. "Incidental and Excluded Contractors" are Contractors over which Company exercises little or no control and oversight:

- **"Incidental Contractors"** means Contractor that may perform work on Company premises and that meet all of the following four criteria:
  - No Company control (work direction, oversight) over activities is provided or required;
  - No Company escort (unless for security purposes only) is provided or required;
  - No service or work is provided by the driver / crew beyond the delivery or pick-up of materials (e.g., no assembly or stocking of materials or equipment); and
  - No physical connection to the process/operation/well site is required.
- **"Excluded Contractors"** means the following Contractors due to the lack of Company control over their activities:
  - Office equipment service personnel where the equipment is purchased or leased by the Company, and repairs are provided by the equipment supplier as part of or incidental to the purchase or lease agreement;
  - Vending personnel who stock food / snack vending machines on Company premises; and
  - Delivery personnel at convenience stores who may also provide stocking services as part of the standard delivery process.

c. Immunity Status

1) **"Non-immune"** – An individual that was not born and raised (at least to the age of 5 years) in a location that has similar intensity of transmission and type of malaria as the location of their current malaria exposure, or a semi-immune not exposed to malaria for more than 12 continuous months

2) **"Semi-immune"** – an individual is semi-immune if:
   - they were born and raised (at least to age five) in a location with similar intensity of malaria transmission as the host location; **and**
   - they have lived for at least the last 12 months in an area with similar intensity of malaria transmission as the host location.

III. Minimum Requirements

The requirements of this Exhibit are mandatory for all Eligible Locations, and Contractor shall implement and maintain a MCP for all Stewardable Contractors that meet the minimum requirements set out below.

Contractor shall clarify with Company the specific applicability in each Eligible Location. Requirements for Stewardable Contractors will differ based on immunity status as detailed in the table below.

Malaria Control Program - Minimum Requirements:	
Element	**Requirement**
AWARENESS	Training shall be completed before arrival in the malaria area to all Stewardable Contractors There are two options for Contractor to provide required annual malaria awareness training: a. Travax Website **Individuals** can access training through the Malaria Awareness Certificate on the Travax website (www.travax.com/malariavisa). b. Group Training The Contractor may provide group training which provides the same instruction as the Malaria Awareness Certificate and enables Contractor to address Contract Workers' language, literacy and computer access limitations. Contractor must be prepared to demonstrate to ExxonMobil that their training covers the required information. Training records When Stewardable Contractors arrive in a malaria-risk location Contractor must be able to provide ExxonMobil with evidence (hard copy or through Contractor training records system) that: • Malaria awareness training has been provided to each Contract Worker; and • Each non-immune Contract Worker has consented to unannounced urine testing to confirm chemoprophylaxis compliance.
BITE PREVENTION	ExxonMobil requires the consistent use of insect repellents and insecticide treated clothing for all eligible Contract Workers operating outdoors in Eligible Locations. The list of bite prevention products may be updated by Buyer as required. Insect Repellent The types of repellent used shall contain the following active ingredients: a. **DEET** (concentration of 20%-50%) with effectiveness lasting 6 hours or more depending on the manufacturer (according to the CDC, DEET efficacy tends to increase up to a concentration of approximately 50%, then levels off); **OR**

	b. **Picaridin** (also known as KBR 3023 or Bayrepel) and products containing picaridin, with concentration of 20% and effectiveness lasting 6-8 hours. Insecticide Treated Clothing The minimum Insecticide-Treated Clothing (for example shirt and pants) is required for Stewardable Contractors operating in Eligible Locations while operating onshore and working outside (e.g. construction, process plants, exploration, drilling, security guards, gardeners, etc.). Offshore and office workers are typically not exposed to mosquitoes transmitting malaria while at work. The recommended most effective insecticide treated clothing is permethrin factory treated. Other impregnation methods and insecticides are acceptable, as long as the efficacy and safety are comparable to such recommended product when used by Contract Workers.
CHEMO-PROPHYLAXIS	Chemoprophylaxis is required for all Non-immune Stewardable Contractors who shall select and take chemoprophylaxis medication in consultation with their physician. It is the Contractor's responsibility to ensure that Stewardable Contractors: 1) are equipped with an adequate supply of chemo-prophylactic agents prior to arrival in an Eligible Location; 2) agree to be tested to determine the presence of such chemo-prophylactic agents in their systems; 3) know that chemoprophylaxis is a condition of assignment for work with Company in Eligible Locations; and 4) Have a process/program in place or use site program to verify malaria chemoprophylaxis compliance using random testing where applicable, and reporting of non-detects to Company. The MCP identifies the following drug options, which may be updated by Buyer as required, for malaria chemoprophylaxis: – **Atovaquone / proguanil** (marketed as Malarone, and other names) – **Doxycycline** (marketed as Vibramycin, and other names) – **Mefloquine** (marketed as Lariam, and other names), to be used with caution for defined individuals considering US Food & Drug Administration warning – **Tafenoquine** (marketed ARAKODA™, and other names) ***Any Contract Worker who feels unwell while in a malaria risk area or after leaving should seek medical attention immediately.***
DIAGNOSIS AND TREATMENT **WITH CASE NOTIFICATION**	Contractor's MCP must include a case management process with prompt diagnosis and treatment for use by Stewardable Contractors within 24 hours while operating in malaria risk areas. All Non-immune Stewardable Contractors, as they leave the malaria-risk area, will be provided with a malaria travel kit which includes at a minimum: a) Medication to cure malaria; b) A thermometer; c) Self-treatment instructions; d) 24-hrs emergency medical contact telephone number. Contractor must formally notify Company of all cases of malaria (Semi-immune and Non-immune) affecting Contractor personnel while working in Eligible Locations or within 28 days of leaving an Eligible Location.