Human Rights Awareness Training Storyboard

Target Audience: The intended audience for this training is employees who may encounter human rights issues in projects or operations.

Learning Objectives:

1. Provide a basic definition of "human rights" and what those rights are
2. Describe potential human rights issues facing oil and gas companies
3. Identify why this is important to you, our company and other stakeholders
4. Recognize Innovative's processes in place to manage human rights issues
5. Locate internal and external resources available to help you identify, analyze and effectively manage human rights issues that may arise in your work

Seat Time: 25 - 30 minutes eLearning course

Outline:

- Welcome
- Navigation
- Introduction Scenario
- Objectives
- What is human rights
- Knowledge check
- Human rights issues in the oil industry
- Knowledge Check
- Why do human rights matter to Innovative
- Managing human rights issues at Innovative
- Where can you get help? External and Internal Resources
- Assessment
- Summary
- Congratulations

Font:

Raleway (body)

Raleway bold (bold; headings)

Font Color: Gray Hex# 595959

Avatars:

Select 2 avatars to represent **Tony** (male oil industry supervisor) and **Andrea** (female oil industry employee). Both must wear a hard hat.

Module Resources/References:

X Code of Business Ethics & Conduct and **IPIECA**
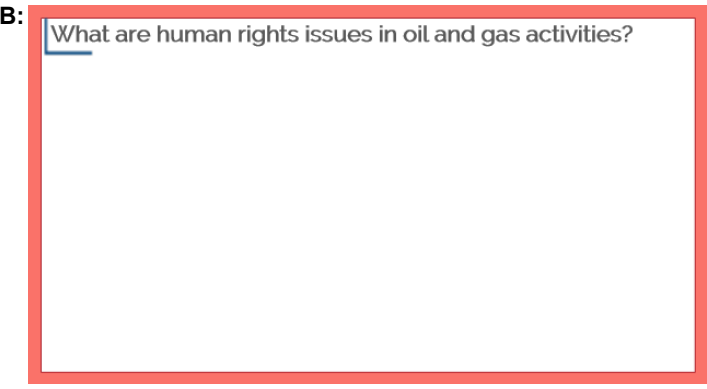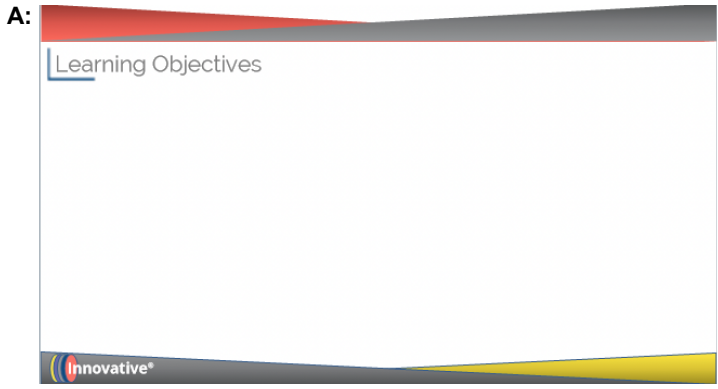
Color Palette:

Purple - Hex# 6667AB

Yellow - Hex# F5DF4D

Gray - Hex# 939597

Coral - Hex# FA7268

Blue - Hex# 0F4C81

Custom Border, titles, and logo:

A:

Learning Objectives

Innovative®

B:

What are human rights issues in oil and gas activities?

Company logo - **Innovative** (use white font when necessary)

Directions:

- All slides will have a custom top and bottom border using the custom color palette with a logo in the bottom left corner (unless otherwise specified).
- Use Classic Player in Storyline.
- Title bar (and applicable direction/subtitle bar) set just below the custom top border
- Use custom color scheme for shapes throughout; white font on colored background /gray font on white background
- Text in [brackets] should not appear on the slide or be recorded in voiceover (VO)
- If text in a callout is too long to display at once, fade-out/fade-in text and arrange sequentially on timeline; do not use scrolling text in callouts
- Seekbar visible and controllable for learner on all slides and layers; Menu is "free"
- Slide numbers with letters (ex. 1.8a) indicate layers for corresponding slide number
- Slide dimensions are 16:9 ratio with slide size (960:540)

Notes for Reviewers:

- Please focus on the accuracy and completeness of the content during this review cycle
- Provide feedback by inserting comments using the "suggesting" feature on google docs

Slide [1.1] Menu Title: *Welcome*			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Example of planet spinning video **Graphics** "Navigation" button "Start" button Stock Spinning plant video Use border A Title is centered on the slide	[Title] Welcome to Innovative's Human Rights Awareness Training	Welcome to the Human Rights Awareness Training eLearning course. In this course, you will know what to expect from Innovative if you encounter human rights issues in projects or operations. You will also learn about the different categories of human rights and how they are impacted by the oil and gas industry. If you are familiar with the course navigation player, click the Start button to begin. If you would like some guidance with navigating the course, click the Navigation button.	Learner have the choice to select either "navigation" button or the "get started" button Navigation will take you to navigation page. "Get started" button will take you to the welcome page. The Start and Navigation buttons will fade in timed with the VO reference

		When you're ready, let's get started.	

Slide 1.2 Menu Title: *Navigation*

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Example of oil refinery image Use border A White background Screenshot of navigation slide with player including the menu shown to the left Centered on slide, in a donut with white fill and a dark border. ; stock image of an oil refinery. White space around image of the slide should include a round/oval Blue glowing rectangles with rounded edges to surround each navigation features to focus attention to that feature	[Slide Title] Navigation	Please take a moment to review the course player so you feel comfortable navigating through the course. If you know your way around, you may proceed to the next slide. If you'd like to go backward or forward in the course, click the previous or next buttons. To adjust the volume, click the volume icon. Click the replay button to see the entire slide again or adjust the seek bar at any time to review a portion of the slide. You can also pause the player. Click the same button again to resume play. Revisit a slide by using the menu on the left. Finally, click the Resources tab to learn more about Human Rights Awareness Training. Click the next button now to begin the course.	Blue glowing rectangles around features will fade in timed with their reference in the audio.

Slide [1.3] Menu Title:Introduction

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border B Casual break room setting with a few other coworkers in the background Example of break room background	No Slide Title Callouts: [Tony callout] Hey Andrea! What are you reading? You look stressed. [Andrea callout] Hi Tony! Have you seen these headlines about oil companies and the human rights issues they have faced? [Tony callout] Aww! Yes, here at Innovative, we're doing our best to manage	Tony: Hey Andrea! What are you reading? You look stressed. Andrea: Hi Tony! Have you seen these headlines about oil companies and the human rights issues they have faced? Tony: Aww! Yes, here at Innovative, we're doing our best to manage those types of issues. Tell me, what are the headlines saying now?	The callout text will be displayed on the slide timed with the VO audio. Slide begins with Andrea in the breakroom reading an Ipad. Tony moves along motion path closer to Andrea right at the start of his first line Callout shapes track their conversation, with slide text fading in and out timed with the VO

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:

Example of avatar characters

This slide begins with just the avatar of Andrea (industry worker) on the left side of the slide looking down, reading/pointing at an ipad.

Tony (industry supervisor) avatar begins to the right. Once he moves closer to Andrea, he will stay on the right side of Andrea facing left. Andrea's avatar will stay on the left side of the slide and face the right looking/pointing at her ipad

The two avatars are slightly offset to the left of the slide, not centered.

Callout shapes track their conversation on screen. As Tony and Andrea converse, the callout shape will remain between them.

Tony avatar has 2 poses: conversing, then reacting with arms folded

Tony changes from conversing to reacting between his first two thought bubbles

Andrea avatar has 2 poses: thinking looking at Ipad then thinking pointing at Ipad.

Andrea avatar changes to pointing at her Ipad at her last thought bubble | those types of issues. Tell me, what are the headlines saying now?

[Andrea callout] Sure! I didn't even know this has been happening | Andrea: Sure! I didn't even know this has been happening

Narrator: Click on Andrea's Ipad to see the headlines and continue. | When VO directs the learner to click on the ipad, zoom in to Ipad and a hotspot on the Ipad will trigger jumping to the next slide.

The Next button will be hidden on this slide. |

Slide [1.4]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same breakroom background as slide 1.3, so appears as same slide	Dakota Access Demonstrators Inspire New Pipeline Protests!

Shell settles Nigerian human rights abuses lawsuit! | Narrator:

Dakota Access Demonstrators Inspire New Pipeline Protests!

Shell settles Nigerian human rights abuses lawsuit! | This slide begins with a zoom region on the Ipad Andrea is holding

Headlines, fading in and out timed with the VO in the center of the Ipad |

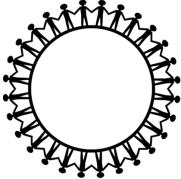|			
Example of ipad The Ipad should like Andrea is reading a newspaper or newsletter.	Exxon to Face Lawsuit Over Rights Violations in Indonesia! Ecuador's Amazonians sue Chevron over poison waterways!	Exxon to Face Lawsuit Over Rights Violations in Indonesia! Ecuador's Amazonians sue Chevron over poison waterways!	This slide and the following slide should be hidden in the Menu so that it appears to the learner that slides 1.3, 1.4, and 1.5 are all a continuation of the same slide. When timeline ends, slide auto advances to the next slide The Next button will be hidden on this slide.

Slide [1.5]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same breakroom background as slide 1.3, so appears as same slide The two avatars are slightly offset to the left of the slide, not centered. Callout shapes track their conversation on screen. As Tony and Andrea converse, the callout shape will remain between them. Tony avatar has 2 poses: conversing, with hands in his pockets then pointing at Andrea Tony changes from conversing to pointing at Andrea at his second thought bubble Andrea avatar has 2 poses: thinking with hand at her jaw then conversing with arm open Andrea avatar changes pose to conversing with arm open at her only thought bubble	[Tony callout] Wow! Those headlines are pretty serious. [Andrea callout] They are! I'm so embarrassed that I didn't even know those events were happening. I'm even more embarrassed that I'm not 100% sure what exactly human rights issues are and how Innovative and other oil companies handle them. [Tony callout] Don't worry Andrea. I'll get you up to speed.	Tony: Wow! Those headlines are pretty serious. Andrea: They are! I'm so embarrassed that I didn't even know those events were happening. I'm even more embarrassed that I'm not 100% sure what exactly human rights issues are and how Innovative and other oil companies handle them. Tony: Don't worry Andrea. I'll get you up to speed.	Callout shapes track their conversation, with slide text fading in and out timed with the VO Slide begins with Andrea and Tony conversing off centered on the slide in the breakroom. When timeline ends, slide auto advances to the next slide The Next button will be hidden on this slide.

Slide [1.6] Menu Title: *Objectives*

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border B White background The two avatars are off to the upper right of the slide in a donut that is white filled with a dark border conversing facing each other from the waist up.	[Slide Title] **Learning Objectives** Provide a basic definition of "human rights" Describe potential human rights issues facing oil and gas companies	Tony: Listen, Andrea, I don't want you to experience this frustration again especially since you may experience human rights issues in projects or operations. So, Let me help you!	Callout shapes track their conversation, with slide text fading in and out timed with the VO Andrea avatar begins facing right in the listening pose. Tony begins facing left

<table>
<tr><td>Tony's avatar has 2 poses: conversing, then pointing/gesturing at objectives

Tony changes from conversing to gesturing at the objectives at his second thought bubble

Andrea avatar has 2 poses: listening then listening with a smile

Andrea avatar changes pose to listening with a smile the same time Tony changes pose. Andrea is now facing left looking at the objectives

The learning objectives will enter from the right moving along a motion path. Each objective will be in its own circle with a colored border. They will all end on the left half of the slide, to the left of both avatars, which will be facing the learning objectives. The circles should use a different color from the palette colors and their borders can touch or overlap a little</td><td>Identify why this is important to you, our company and other stakeholders

Recognize Innovative's processes in place to manage human rights issues

Locate internal and external resources available to help you identify, analyze and effectively manage human rights issues that may arise in your work</td><td>By the time we finish, you'll know how to:

Provide a basic definition of "human rights"

Describe potential human rights issues facing oil and gas companies

Identify why this is important to you, our company and other stakeholders

Recognize Innovative's processes in place to manage human rights issues

Locate internal and external resources available to help you identify, analyze and effectively manage human rights issues that may arise in your work

Narrator :Click next to continue</td><td>conversing with Andrea inside of the oval.

When the VO says "By the time we finish, you'll know how to…" Tony avatar changes to gesturing at the objectives with a smile.

When VO says "By the time we finish, you'll know how to…" Andrea avatar changes to listening with a smile facing left.

On the left side of the screen, the learning objectives text will enter from the right moving along a motion path timed with VO. Ovals with objectives should end it's motion path in an aesthetically pleasing staggered layout

Next button is hidden until VO says "Click next to continue"</td></tr>
</table>

Slide [2.1] Menu Title: *What are human rights?*			Learning Objective:1
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Use border A
White background

Tony avatar is on the far left in a presenting behind tall white board pose. Extend the white board to present three square rectangular shapes arranged left to right that takes up most of the slide.

Andrea avatar appears on right side edge of Tony's presenting board looking to the left at its contents in a listening pose with her thumb at her mouth

Each rectangle is framed in a different color font from the color palette. The corresponding font will match the color of the frame. Each rectangle is labeled with a relevant graphic below the title, inside the rectangle.

Example of graphics | [Slide Title] **What are human rights?**

[Tony callout] Andrea, we'll start with the basics. What are human rights?

Human rights are universal and inalienable rights inherent to all human beings. Human rights can be grouped into different categories.

[Rectangle titles]
- Civil and Political Rights
- Workplace Rights
- Economic, Social and Cultural Rights | Tony callout: Andrea, we'll start with the basics. What are human rights? According to international frameworks, Human rights are universal and inalienable rights inherent to all human beings. Human rights can be grouped into different categories. Today we'll discuss:

Civil and Political Rights, Workplace Rights and Economic, social and cultural rights | Tony's callout will fade away when he's done saying "Andrea, we'll start with the basics.."

"Human rights are universal and inalienable rights…" will be in a border from the color palette and will fly in from the the top of the slide and stop below the three rectangles timed with the VO

As the VO says each type of human rights, the corresponding rectangle on the screen is temporarily highlighted.

When timeline ends, slide auto advances to the next layer |

"Human rights are universal and inalienable rights…" will be in a border from the color palette			The Next button in the player will be hidden from the learner until all three layers are visited.

Slide [2.1a]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background The left side of the slide is taken up by an accordion interaction. Three tabs displaying the tab titles takes up about 1/3-1/4 of the accordion area, leaving the remainder space for content to show within the accordion frame. The closed accordion will show on this layer. In this space should be a circle of "people united" image. Inside the circle, vertically place the graphic images from the base layer Example of "people united" image The layers associated with each tab, and therefore the "open" section of each accordion area should have the same background palette color as the tab for that section. Each tab should be a different palette color.	[Slide Title] **What are human rights?** [Accordion tabs] Civil and Political Rights, Workplace Rights Economic, Social and Cultural Rights	Narrator: Click on the tabs from left to right, beginning with Civil and Political Rights, to learn along with Andrea and continue	The learner will be able to click on tabs, which will open the accordion and show the corresponding slide layer. Each layer will show the accordion in the open position and have content related to the tab title. You can develop the accordion as you like. The content – text and audio – that corresponds to each tab is shown in this Storyboard using layers. If you develop the accordion without layers, use the layer tables in the storyboard to see what content corresponds with each tab. Develop the accordion so that the learner is able to click freely on any tab to start, and the accordion can go from one tab to another directly. The "people united" image full should spin clockwise around the 3 graphic images for the entire VO The Next button will be hidden until all 3 of the tabs have been selected and all 4 layers have been viewed.

Slide [2.1b]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background The corresponding graphic image for this topic, related to tab content should be enlarged to fill the open accordion and be	[Slide Title] **Economic, Social and Cultural Rights** -Right to own property -Rights of minorities -Adequate standard of living -Right to education	Narrator: Economic, social, and cultural rights are the freedoms, privileges, and entitlements that individuals and communities require to live a life of dignity.	Learner should be able to select another tab from this layer When a tab is selected it will reveal the bulleted list of examples relating to that

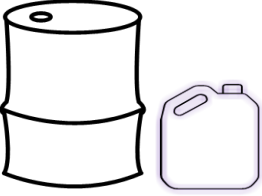| about 90% transparent in the background behind the text. | -Right to take part in cultural life
-Rights of children and mothers | Economic, Social and Cultural Rights includes
Right to own property
Rights of minorities
Adequate standard of living
Right to education
Right to take part in cultural life
and
Rights of children and mothers | category that will fade in times with VO |

Slide [2.1c]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background The corresponding graphic image for this topic, related to tab content should be enlarged to fill the open accordion and be about 90% transparent in the background behind the text.	[Slide Title] **Workplace Rights** -Just and favorable work conditions -Freedom of association -Elimination of forced labor and child labor -Avoidance of discrimination -Health and safety -Freedom from harassment	Narrator: Workplace rights are both legal rights and human rights relating to labor relations between workers and employers. Workplace Rights includes Just and favorable work conditions Freedom of association Elimination of forced labor and child labor Avoidance of discrimination Health and safety and Freedom from harassment	Learner should be able to select another tab from this layer When a tab is selected it will reveal the bulleted list of examples relating to that category that will fade in times with VO

Slide [2.1d]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background The corresponding graphic image for this topic, related to tab content should be enlarged to fill the open accordion and be about 90% transparent in the background behind the text.	[Slide Title] **Civil and Political Rights** -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	Narrator: Civil and political rights are a class of rights that protect individuals' freedom from infringement by governments, social organizations, and private individuals. They ensure one's entitlement to participate in the civil and political life of society and the state without discrimination or repression. Civil and Political Rights includes Right to life, liberty and security	Learner should be able to select another tab from this layer When a tab is selected it will reveal the bulleted list of examples relating to that category that will fade in times with VO

		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	

Slide [2.2]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same breakroom background as slide 1.3, so appears as the same slide. Use border B Callout shapes track their conversation on screen. As Tony and Andrea converse, the callout shape will remain between them. The two avatars are larger so they appear closer to the learner. Tony avatar is on the left side of the room facing right talking to Andrea in a conversing pose with finger clasped Andrea avatar is on the right side of the room facing left talking to Tony in a conversing pose smiling holding her wrist	No Title [Andrea callout] That was some great info, Tony! I definitely have a better understanding of human rights. [Tony callout] I'm glad you said that. Why don't we check to see if you have a solid understanding before we move on?	Andrea: That was some great info, Tony! I definitely have a better understanding of human rights. Tony: I'm glad you said that. Why don't we check to see if you have a solid understanding before we move on? Narrator: Click next to continue	Callout shapes track their conversation, with slide text fading in and out timed with the VO Learner will click next to continue

Slide [2.3] Menu Title: *Knowledge Check*   Learning Objective:1

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background Three oil drums evenly spaced across the slide. Each drum will have its category title above and its corresponding graphic image in the top center of the drum. Each title should be a color from the color palette. The oil drums will be the drop targets.	[Slide Title] **Knowledge Check** [Directions] Drag and drop each right to its correct category [Oil drum titles] [1]Civil and Political Rights [2]Workplace Rights [3]Economic, Social and Cultural Rights [Oil bottle examples] -Health and Safety/ [2] -Freedom to assembly/ [1] -Right to education/ [3]	Narrator: Help Andrea sort the different types of human rights into the correct category. Drag each example of human rights to the category of human rights that it belongs to. Click the Submit button when you are finished.	This slide is a drag-and-drop KC interaction. There will be 6 examples of Civil and Political Rights, Workplace Rights, Economic, Social and Cultural Rights drag items that the learner will need to sort between the three drop targets. They will be set in oil drums. The drag items should be revealed one at a time and appear in a scrambled order so they are not already sorted by examples of human rights.

Example of oil drum and oil bottle The oil bottles will have their examples in the center of the bottle.	-Elimination of forced labor and child labor/ [2] -Right to life, liberty and security/ [1] -Rights of minorities/ [3]		The drag items will have states for Drop Correct (shape remains the same color), Drop Incorrect (shape is red). Delay the item drop state until the interaction is submitted in the form view. Make sure that however the drop item snaps to the target, it enables the learner to see all of the items dropped on that target (don't let them stack directly on top of each other to conceal dropped items). Allow 2 attempts in the form settings. This interaction will have a numbered variable. It should be set to a default value of zero. Each time the learner drops a drag item on the correct target, add value 1 to the variable. This will track the learner's exact score. Use the default modern feedback master. "Try Again" layer, the learner may have the opportunity to try again after clicking Submit according to the directions below. If the learner earns 0-4, show the default Incorrect layer [2.3a]. If the learner earns 5, show the default Try Again layer [2.3b]. If the learner earns 6, show the default Correct layer [2.3c].

Slide [2.3a]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Use the default modern feedback master.	Centered Red "X" in a circle with "Incorrect" below Below that should say "You did not select the correct response." Default button should say "Review"	Narrator: Click on the Review button to refresh your understanding of human rights and the different categories they belong to	Learner must click the review button to jump to the review layers 2.3d, 2.3e, 2.3f

Slide [2.3b]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use the default modern feedback master.	Centered Red "X" in a circle with "You're so close!" below Below that should say "Please try again." Default button should say "Try Again"	Narrator: Click on the Try Again button to view which example you did not sort correctly. It will have a red label and you'll be able to drag it to the correct category and resubmit your answer.	Learner must click the "Try Again" to retake the KC When the learner clicks on the Try Again button, a trigger hides this layer so the learner can adjust their drag items The learner will be able to see the incorrect responses in red and make changes to resubmit

Slide [2.3c]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use the default modern feedback master.	Centered green check mark in a circle Below that should say "That's Right! You selected the correct responses." Button below says "Correct."	Narrator: Excellent Job! Click continue to keep learning,	Learner must click the continue button to proceed to slide 2.4

Slide [2.3d]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background A column of the corresponding graphic image image used in slide 2.1 should align with rectangles containing each example. The color of the rectangle should be the same used for the title of the oil drums on slide 2.3 They should be aligned left and extends thru more than half of the slide	[Slide Title] **Review: Civil and Political Rights** -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	Narrator: Civil and Political Rights includes 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 Click next to continue	The slide starts with the title and the column of the graphic image. The rectangles will fly in from the bottom to align with the graphic image timed with the VO Change the state of the submit button to hidden on this layer Layer will auto advance when the timeline ends on this layer

Slide [2.3e]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background A column of the corresponding graphic image image used in slide 2.1 should align with rectangles containing each example. The color of the rectangle should be the same used for the title of the oil drums on slide 2.3 They should be aligned left and extends thru more than half of the slide	[Slide Title] **Review: Workplace Rights** -Just and favorable work conditions -Freedom of association -Elimination of forced labor and child labor -Avoidance of discrimination -Health and safety -Freedom from harassment	Workplace Rights includes Just and favorable work conditions Freedom of association Elimination of forced labor and child labor Avoidance of discrimination Health and safety and Freedom from harassment Click next to continue	The slide starts with the title and the column of the graphic image. The rectangles will fly in from the bottom to align with the graphic image timed with the VO Change the state of the submit button to hidden on this layer Layer will auto advance when the timeline ends on this layer

Slide [2.3f]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background A column of the corresponding graphic image used in slide 2.1 should align with rectangles containing each example. The color of the rectangle should be the same used for the title of the oil drums on slide 2.3 They should be aligned left and extends thru more than half of the slide	[Slide Title] **Economic, Social and Cultural Rights** -Right to own property -Rights of minorities -Adequate standard of living -Right to education -Right to take part in cultural life -Rights of children and mothers	Narrator: Economic, Social and Cultural Rights includes Right to own property Rights of minorities Adequate standard of living Right to education Right to take part in cultural life and Rights of children and mothers Click next to continue	The slide starts with the title and the column of the graphic image. The rectangles will fly in from the bottom to align with the graphic image timed with the VO Change the state of the submit button to hidden on this layer Layer will auto advance when the timeline ends on this layer to slide 2.4

Slide [2.4]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same breakroom background as slide 2.2, so appears as the same slide. Use border B Callout shapes track their conversation on screen. As Tony and Andrea converse, the callout shape will remain between them.	No Title [Tony callout] Great! So, Andrea, how do you feel about what you've learned so far? [Andrea Callout] I feel really good. I do have a better understanding of what human rights look like. But I do have	Tony: Great! So, Andrea, how do you feel about what you've learned so far? Andrea: I feel really good. I do have a better understanding of what human rights look like. But I do have another question. How and why does what we	Callout shapes track their conversation, with slide text fading in and out timed with the VO When the VO says "How does what we do here…" Andrea avatar changes to

The two avatars are larger so they appear closer to the learner like slide 2.2. Tony avatar is on the left side of the room facing right talking to Andrea. He has 2 poses: conversing pose holding his wrist and excitedly gesturing with both hands extended Andrea avatar is on the right side of the room facing left talking to Tony. She has 2 poses: a conversing with one hand extended then listening with her hand on her chin	another question. How and why does what we do here at Innovative and other oil companies matter to human rights issues and how do we manage those issues. ? [Tony callout] Lucky for you, I know all about that. Let me explain.	do here at Innovative and other oil companies matter to human rights issues and how do we manage those issues. Tony: Lucky for you, I know all about that. Let me explain. Narrator Click next to continue	listening with her hand on her chin When VO says "Lucky for you…" Tony avatar changes to excitedly gesturing with both hands extended. Next button takes learner to slide 3.1

Slide [3.1] Menu Title: *What are human rights issues in oil and gas activities?*			Learning Objective:2
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Use border B White background Graphic Images: (The Government) (The Community) (The Workplace) Examples of graphic images The left side of the slide is taken up by a circular accordion interaction. Three rings displaying the graphic images take up the right side of the slide. The accordion opens on the left. The slide will start with the accordion open. This open area includes a subtitle for the accordion that does not change when different rings are selected. The open accordion has the 3 graphic images centered vertically. The images should be about 85% transparent in the background behind the text. Tony avatar has 2 poses. He is presenting leaning with an arm on top of	[Slide Title] **What are human rights issues in oil and gas activities?** [Accordion subtitle] **Examples of human rights and** [Topics] The Government The Community The Workplace	Tony: Responsible oil and gas companies have become increasingly active in recent years in understanding and addressing the range of human rights issues linked to their operations. We recognize that we can both positively and negatively impact our staff, the workers in our supply chains, or the communities around our operations. Those issues lay within the government, the community and the workplace. Narrator: Click on each ring to learn more and continue	The learner will be able to click on rings, which will open the accordion and show the corresponding slide layer. Each layer will show the accordion in the open position and have content related to the ring title. Develop the accordion so that the learner is able to click on the first ring only when the VO ends. After that, the learner can click on any ring on the accordion to go from one ring to another directly. Tony avatar changes pose to presenting leaning with an arm on top of the open accordion area pointing at the accordion when the VO says "Those issues lay within the…" The 3 topics will fade in timed with VO over the transparent graphic images The Next button will be hidden until all 3 rings have been selected and all 4 layers have been viewed.

the open accordion area then same pose pointing at the accordion.

The open accordion will show on this layer with the topics listed vertically in front of the corresponding graphic images

The layers associated with each ring, and therefore the "open" section of each accordion area should have the same background palette color as the ring for that section.

Each ring should be a different palette color.

Slide [3.1a]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The topic title is centered/bold in the open accordion and the examples are bulleted below the title	The government -Abuses of community's right to peaceful protest by public or private security forces deployed to protect company staff and property -Denial of access to remedy due to oil-driven corruption undermining judicial institutions	Narrator: Human rights and the government Abuses of community's right to peaceful protest by public or private security forces deployed to protect company staff and property Denial of access to remedy due to oil-driven corruption undermining judicial institutions	Each example fades in timed with VO

Slide [3.1b]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
The topic title is centered/bold in the open accordion and the examples are bulleted below the title	The workplace -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 -Discrepancies in pay between employees of different genders/nationalities	Narrator: Human rights and the workplace 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 Discrepancies in pay between employees of	Each example fades in timed with VO

		different genders and or nationalities	

Slide [3.1c]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
The topic title is centered/bold in the open accordion and the examples are bulleted below the title	The Communities -Involuntary relocation of local settlements to make way for construction of new 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 -Other adverse quality of life impacts on host communities (noise, traffic volumes, inflation, etc.)	Narrator: Human rights and communities Involuntary relocation of local settlements to make way for construction of new 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 Other adverse quality of life impacts on host communities such as noise, traffic volumes, inflation, etc.	Each example fades in timed with VO

Slide [3.2] Menu Title: *Why do human rights matter to Innovative?*			Learning Objective:3
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Use border B Video of an oil refinery positioned so the main feature in the video is on the left side of the slide Example of oil refinery video A white parallelogram with soft edges is on top of the video. The diagonal side of the parallelogram cuts the video/slide in half at an angle. The video on the left and the text on the right inside the white parallelogram	[Slide Title] **Why do human rights matter to Innovative?** [Subtitle] 4 Key aspects for systematically ensuring we respect human rights.	Tony: Here are 4 Key aspects for systematically ensuring we respect human rights. -Protects company reputation (for example., good social performance can increase shareholder value) -Reduces business continuity risks (such as., operational disruption due to labor or community disputes) -Encourages community support needed for sustained or expanded access to resources	Each layer will be revealed timed with VO The Next button will be hidden until all 5 layers have been viewed.

Subtitle will be centered in the parallelogram in a boarded text box. The border color from the color palette On the left side of the parallelogram are numbers 1-4 (white font) in colored circles in a column from the color palette The rectangles in the layers should all be the same size. Its color should be the same as its corresponding number.		-Supports employee morale, recruitment and retention Narrator: Click next to continue	

Slide [3.2a]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Unique image related to layer content shown in rectangle. Rectangle should be color filled the same as its corresponding number. A narrow rectangle should connect the circle with the number to the rectangle with the text and image. Text is below image in the rectangle. Example of related image	Protects company **reputation** (i.e., good social performance can increase shareholder value)		Text fades in timed with VO

Slide [3.2b]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Unique image related to layer content shown in rectangle. Rectangle should be color filled the same as its corresponding number. A narrow rectangle should connect the circle with the number to the rectangle with the text and image. Text is above image in the rectangle. Example of related image	Reduces **business continuity** risks (e.g., operational disruption due to labor or community disputes)		Text fades in timed with VO

Slide [3.2c]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Unique image related to layer content shown in rectangle. Rectangle should be color filled the same as its corresponding number. A narrow rectangle should	Encourages community support needed for sustained or expanded **access to resources**		Text fades in timed with VO

connect the circle with the number to the rectangle with the text and image. Text is below image in the rectangle. Example of related image			

Slide [3.2d]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Unique image related to layer content shown in rectangle. Rectangle should be color filled the same as its corresponding number. A narrow rectangle should connect the circle with the number to the rectangle with the text and image. Text is above image in the rectangle. Example of related image	Supports employee **morale, recruitment and retention**		Text fades in timed with VO

Slide [3.3] Menu Title: _Knowledge Check_			**Learning Objective:2**
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Use Border A White background Andrea avatar is posing thinking facing left with thumb at her mouth in a small donut on the top right of the slide. The donut is white filled with a dark border. The topic should be in a donut on the left side of the slide. The donut should be the corresponding color from the palette used in the accordion on slide 3.1 for this topic Each hot spot will be in a caption pointing at the topic. Each in a different color from the palette	[Slide Title] **Knowledge Check** [Topic] What are examples of human rights and the workplace [Hot Spots] -Unsafe and unsanitary working conditions [correct] -Denial of access to remedy due to oil-driven corruption undermining judicial institutions -Involuntary relocation of local settlements to make way for construction of new facilities	Narrator: Let's check your understanding of what human rights issues look like as it relates to the oil and gas industry. Click on the example that best matches then click submit	This slide is a multiple choice hot spot KC interaction. 3 examples in a caption pointing at the circle with the topic. Each caption will motion path off the page to their designated spot on the slide at the same time The learner will click on the hotspot they think matches the topic Allow 2 attempts in the form settings. This interaction will have a numbered variable. It should be set to a default value of zero. Each time the learner

			clicks on the correct target, add value 1 to the variable. This will track the learner's exact score. Use the default modern feedback master. "Try Again" layer, the learner may have the opportunity to try again after clicking Submit according to the directions below. If the learner earns 0-4, show the default Incorrect layer [3.2a]. If the learner earns 5, show the default Try Again layer [3.2b]. If the learner earns 6, show the default Correct layer [3.2c].

Slide [3.3a]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use the default modern feedback master.	Centered Red "X" in a circle with "Incorrect" below Below that should say "You did not select the correct response." Default button should say "Review"	Narrator: Click on the Review button to refresh your understanding of what are human rights and the workplace	Learner must click the review button to jump to the review layer 3.3d

Slide [3.3b]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use the default modern feedback master.	Centered green check mark in a circle Below that should say "That's Right! You selected the correct responses." Button below says "Correct."	Narrator: Excellent Job! Click continue to keep learning,	Learner must click the continue button to proceed to slide 3.4

Slide [3.3c]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use the default modern feedback master.	Centered Red "X" in a circle with "You're so close!" below	Narrator: Click on the Try Again button where you'll	Learner must click the "Try Again" to retake the KC

	Below that should say "Please try again." Default button should say "Try Again"	be able to make another selection and resubmit your answer	When the learner clicks on the Try Again button, a trigger hides this layer so the learner can click the another hotspot The learner will be able to see the incorrect responses in red and make changes to resubmit

Slide [3.3d]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background A column of the corresponding graphic image used in slide 3.1 should be used as larger bullets aligned with rectangles containing each example. The color of the rectangle should be the same used for the accordion rings use on slide 3.1 They should be aligned left and extends thru more than half of the slide	[Slide Title] **Review: Examples of human rights and the workplace** -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 -Discrepancies in pay between employees of different genders/nationalities	Narrator: Human rights and the workplace 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 Discrepancies in pay between employees of different genders/nationalities	The slide starts with the title and the column of the graphic image. The rectangles will fly in from the bottom to align with the graphic image timed with the VO Change the state of the submit button to hidden on this layer Layer will auto advance when the timeline ends on this layer to slide 3.4

Slide [3.4] Menu Title: *How does Innovative manage human rights issues?* — Learning Objective:4

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border B Background should look like slide 3.9 with different video of an oil refinery positioned in the center of the slide Example of oil refinery video The slide starts with Tony avatar off centered to the left of the slide. He is in a donut/arcs (white fill, dark colored border). He is in front of the donut so it looks like it is behind him	[Slide Title] **How does Innovative manage human rights issues?** [Topics] Internal & External Communications Integration & Implementation Policies, Positions & Principles	Tony: Failing to manage human rights issues in the oil and gas industry can lead to very real costs for the individuals whose rights are affected. It can also bring costs to the companies themselves, as a result of operational delays, lawsuits, reduced employee satisfaction, lost opportunities in expansion or new investments, and reputational harm.	The rectangles will act as custom buttons. The Next button in the player will be hidden from the learner until all three rectangles are selected and layers are visited. The learner will be returned to this base layer after visiting each slide linked to each of the three rectangles. The rectangles will have visited states so when the learner returns to this home slide, it is clear which rectangle they've already viewed.

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Example of Tony's pose Tony has 4 poses. He is facing forward like he's talking to the learner with hands extended forward. He then presents upwards, middle and downwards pointing to the topics while still facing forward. A white parallelogram with soft edges is on top of the video. The diagonal side of the parallelogram cuts the video/slide in half at an angle. The video and Tony on the left (it's ok if a small part of Tony is in the parallelogram) and the text on the right inside the white parallelogram The 3 topics are in colored rectangles (from color palette). They are aligned following the diagonal like of the parallelogram		Innovative avoids that by managing human rights issues in 3 ways. They are -Internal & External Communications -Integration & Implementation and -Policies, Positions & Principles Narrator: Click on each item to learn more and continue	When VO says "in 3 ways. They are…" the parallelogram appears on the slide. The 3 topics then fades in timed with VO Learner can click on topics to get to respective slides to learn more Once the learner views the three layers that branch from this one, the Next button will be enabled. The Next button will jump to Slide 4.1

Slide [3.4a]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Use border A White background Large wide rectangle text box with border color matching palette color used in slide 3.10 for corresponding topic. Place the company logo (without text) at the bottom right corner of the rectangle Bulleted text is inside the rectangle	[Slide Title] **Policies, Positions & Principles** Commitment to respect human rights is outlined in our Code of Business Ethics and Conduct, Human Rights Position and Stakeholder Engagement Principles, which are ● Aligned with our SPIRIT Values of People, Integrity and Responsibility ● Aligned with the Universal Declaration and the International Labour Organization's Core Labor Standards ● Aligned with the Voluntary Principles on Security and Human Rights	Tony: Policies, Positions & Principles Our Commitment to respect human rights is outlined in our Code of Business Ethics and Conduct, Human Rights Position and Stakeholder Engagement Principles, which are Aligned with our SPIRIT Values of People, Integrity and Responsibility Aligned with the Universal Declaration and the International Labour Organization's Core Labor Standards	Text fades in timed with VO

		and	
		Aligned with the Voluntary Principles on Security and Human Rights	

Slide [3.4b]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background Large wide rectangle text box with border color matching palette color used in slide 3.10 for corresponding topic. Place the company logo (without text) at the bottom right corner of the rectangle Bulleted text is inside the rectangle	[Slide Title] **Integration and Implementation** ● Integration of human rights considerations into Capital Projects and HSE Management Systems via the SD Practice, including ○ Environmental and social due diligence and new country entry for projects ○ High-level (country) human rights impact assessments using external tools ○ SD Risk Assessment and resulting action plans ○ Security Risk Assessment ● Integration of human rights issues in to stakeholder engagement plans where relevant	Tony: Integration & Implementation Integration of human rights considerations into Capital Projects and HSE Management Systems via the SD Practice, including Environmental and social due diligence and new country entry for projects High-level (country) human rights impact assessments using external tools SD Risk Assessment and resulting action plans Security Risk Assessment Integration of human rights issues in to stakeholder engagement plans where relevant	Text fades in timed with VO

Slide [3.4c]

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Use border A White background	[Slide Title] **Internal and External Communications**	Tony: Internal & External Communications	Text fades in timed with VO

Large wide rectangle text box with border color matching palette color used in slide 3.10 for corresponding topic. Place the company logo (without text) at the bottom right corner of the rectangle Bulleted text is inside the rectangle	- Tracking of human rights issues at business unit, asset or project level and further internal communication of issues as appropriate - Establishment of grievance mechanisms (including contact points and hotline) at business unit, asset and project-level - Internal/external communication of human rights position - Training available for all employees via My Learning - Two-way dialogue by stakeholder relations teams	Tracking of human rights issues at business unit, asset or project level and further internal communication of issues as appropriate Establishment of grievance mechanisms (including contact points and hotline) at business unit, asset and project-level Internal and external communication of human rights position Training available for all employees via My Learning Two-way dialogue by stakeholder relations teams	

Slide [4.1] Menu Title: *Resources*			Learning Objective:5
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Use border B White background Tony avatar is posed on the left of the slide presenting behind a white board pointing down at the board IPIECA Logo	[Slide Title]: **Where can you get help? External and Internal Resources** [Tony callout] Respect for human rights is a vital part of our approach to business ethics and conduct. This applies to all employees, contractors and suppliers. You can find more information in Innovative's Code of Business Ethics & Conduct. A great external resource is I.P.I.E.C.A The global oil and gas Industry organization for environmental and social issues. They have undertaken important work to develop tools and support good practice	Tony : Respect for human rights is a vital part of our approach to business ethics and conduct. This applies to all employees, contractors and suppliers. You can find more information in Innovative's Code of Business Ethics & Conduct. A great external resource is I.P.I.E.C.A The global oil and gas Industry organization for environmental and social issues. They have undertaken important work to develop tools and support good practice with regard to respect for human rights.	Callout shapes track Tony conversation, with slide text fading in and out timed with the VO When VO says "you can find more info in Innovative's…" fade in the image of Innovative's Code of Business Ethics & Conduct handbook on the left half of the white board Tony is pointing at. When VO says "IPIECA…" fade in image of IPIECA's logo on the right half of the white board Tony is pointing at. Next button jumps to slide 4.2

	with regard to respect for human rights.		
Image of Innovative's Code of Business Ethics & Conduct			

Slide [4.2] Menu Title: *Quiz*

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same breakroom background as slide 1.3 so appears as the same slide. Use border B Callout shapes track their conversation on screen. As Tony and Andrea converse, the callout shape will remain between them. Tony avatar is on the left side of the room facing right conversing and smiling with Andrea. Andrea avatar is on the right side of the room facing left talking to Tony. She is smiling, conversing with both hands to her side	No title [Andrea callout] Wow Tony! That was a lot of useful information. I now have a better understanding on what human rights is and how Innovative handles them. [Tony callout] Let's see how well you can apply all of the information you learned in this course about human rights and oil and gas companies. It's time for your assessment. You'll answer 5 questions. You must earn 80% to pass. [Custom button] Start Quiz	Andrea: Wow Tony! That was a lot of useful information. I now have a better understanding on what human rights is and how Innovative handles them. Tony: Let's see how well you can apply all of the information you learned regarding human rights and oil companies. It's time for your assessment. You'll answer 5 questions. You must earn 80% to pass. Narrator: When you're ready, click on the "take the quiz" button.	Callout shapes track Tony and Andrea's conversation, with slide text fading in and out timed with the VO Next button is disabled Custom button will fade in timed with VO. Button takes learner to slide 4.3

Slide [4.3] | | | **Learning Objective:1**

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
All 5 assessment question slides should have the same layout and formatting Use border A Centered on the slide should be a graphic image depicting quiz, test	[Slide Title] **Quiz:** [Direction] Select **one** correct answer [Question] Which of the following statements best describes human rights:	Narr: Which of the following statements best describes human rights: Select one correct answer then click submit	Score by question with 1 attempt for each quiz question as the learner progresses through the quiz. They will be able to Retake the entire quiz at the end if they do not pass.

<table>
<tr>
<td>taking, question/answer. It should be about 90% transparent behind the test

Q. ≡
A. ≡

Example of background graphic

The directions appear on the same line with the title in a smaller italicized size font

The question text appears larger than the multiple choice answer options, which are displayed below the question</td>
<td>[Answer Choices]
1. The obligations set out in a host country's laws and regulations
2.A subjective concept reflective of what individuals feel they are entitled to
3.Universal and inalienable rights inherent to all human beings (correct)
4.A collective term used to define the United Nations' expectations of governments</td>
<td></td>
<td>Results slide 4.8; graded quiz slide – multiple choice.

When learner clicks Submit, submit multiple choice and advance to next slide.

[The learner should not get *immediate* feedback with Correct or Incorrect feedback layers. They should answer all of the questions sequentially FIRST in the graded assessment, then receive their score on the Results page.

If they do not pass, they can come back and review their answers. They will be generated by Storyline once you create the Results slide.</td>
</tr>
</table>

Slide [4.4]			Learning Objective: 2
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same visual layout for Slides 4.3, 4.4, 4.5, 4.6, 4.7	[Slide Title] **Quiz:** [Direction] Select **one** correct answer [Question] Which internal and external communication measure is in place to manage human rights issues that may arise at Innovative? [Answer Choices] 1. **Establishment of grievance mechanisms (including contact points and hotline) at business unit, asset and project-level (correct)** 2.Weekly memo to upper management outlining recent human rights incidents **3.** A Facebook group open to all employees to share human rights issues and solutions 4.A monthly newsletter that includes tips on dealing with human rights issues outside of work	Narrator: Which of the following statements is false: Select one correct answer then click submit	**Same settings for Slides 4.3, 4.4, 4.5, 4.6, 4.7**

Slide [4.5]	Learning Objective:1

Visual / Display:	Slide Text:	Narration / Voiceover:	Animation / Interaction:
Same visual layout for Slides 4.3, 4.4, 4.5, 4.6, 4.7	[Slide Title] **Quiz:** [Direction] Select **one** correct answer [Question] Which is an example of human rights issues and the workplace in the oil industry? [Answer Choices] 1. Increase in infectious disease incidence levels 2.Abuse of community's right to peaceful protest **3.Excessive working hours for shift or contract workers (correct)** 4.No path for advancement to upper management	Narrator: Which of the following statements is false: Select one correct answer then click submit	**Same settings for Slides 4.3, 4.4, 4.5, 4.6, 4.7**

Slide [4.6]			Learning Objective:5
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same visual layout for Slides 4.3, 4.4, 4.5, 4.6, 4.7	[Slide Title] **Quiz:** [Direction] Select **one** correct answer [Question] Which of the following is the global oil and gas Industry organization for environmental and social issues and is an external resource for all employees, contractors and suppliers? [Answer Choices] 1. World Health Organization 2.United Nations **3.**Oil and Gas Association 4.**International Petroleum Industry Environmental Conservation Association (IPIECA)(correct)**	Narrator: Which of the following is the global oil and gas Industry organization for environmental and social issues and is an external resource for all employees, contractors and suppliers? Select one correct answer then click submit	**Same settings for Slides 4.3, 4.4, 4.5, 4.6, 4.7**

Slide [4.7]			Learning Objective:3
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same visual layout for Slides 4.3, 4.4, 4.5, 4.6, 4.7	Slide Title] Quiz	Narrator: Which of the following captures Innovative's reasons for	**Same settings for Slides 4.3, 4.4, 4.5, 4.6, 4.7**

	[Direction] Select **one** correct answer [Question] Which of the following captures Innovative's reasons for respecting human rights: [Answer Choices] **1. Respecting human rights builds employee engagement, boosting staff recruitment and retention (correct)** 2.Respecting human rights can weaken compliance with national laws 3.Respecting human rights increases the likelihood of disputes and protests, lowering operating costs and avoiding delays 4.Respecting human rights encourage community support needed for unsustained access to resources	respecting human rights: Select one correct answer then click submit	

Slide [4.8]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
	[Slide Title] **Quiz Results** Your Score: XX% Passing Score: YY%		Base layer will be visible from Success or Failure slide layers. Show Success layer 4.8a when timeline starts if results are equal to or greater than the passing score. Show Failure layer 4.8b when timeline starts if results are less than passing score. Results variable reference shows the percent score only. Do not show the points variable reference. Built in graded quiz variable reference displays learner score where **XX** appears on slide 80% to pass shown where **YY** appears on slide

Slide [4.8a]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Tony and Andrea avatars are off to the upper right of the slide in a donut that is white filled with a dark border both happy, celebrating facing forward from the waist up like on slide 1.6 White checkmark in circle above text. Circle in color from palette	Nice Job, you passed! [buttons] Review Quiz	Narrator: Thank you for taking the quiz. Congratulations! You passed. You can review your results by clicking on the review quiz button. If you are satisfied with your results and ready to move on, please click on the next button.	Next button: jumps to Slide 4.9

Slide [4.8b]			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Tony and Andrea avatars are off to the upper right of the slide in a donut that is white filled with a dark border both disappointed, frustrated facing forward from the waist up like on slide 1.6 White "X" in circle above text. Circle in color from palette	Sorry, you did not pass. [buttons] Retake Quiz Review Quiz	Narrator: Thank you for taking the quiz. Unfortunately, you did not pass. You can review your results by clicking on the review quiz button. When you are ready to try again, please click on the retake quiz button.	Retake button: resets results slide and jumps to Slide 4.3 Review button: shows correct/incorrect response when reviewing

Slide [4.9] Menu Title: *Conclusion*			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Tony avatar is posing smiling facing forward in a small donut ring on the top right of the slide. The donut is white filled with a dark border. The learning objectives will enter from the right moving along a motion path. Each objective will be in its own circle with a colored border. The circles should use a different color from the palette colors and their borders can touch or overlap a little. They should be spread the width of the slide They should look the same as the objectives in slide 1.6	[Slide Title] In this training, we successfully reviewed… Human rights issues Potential human rights issues facing oil and gas operations The importance of human rights to our company Our management of human rights issues and Internal and external resources to identify, analyze and effectively manage human rights issues that may arise in your work	Tony: In this training, we successfully reviewed…. Human rights issues Potential human rights issues facing oil and gas operations The importance of human rights to our company Our management of human rights issues and	Next button jumps to slide 4.10

| | | Internal and external resources to identify, analyze and effectively manage human rights issues that may arise in your work. You can find those resources in the resource tab.

Narrator: Click next to continue | |
|---|---|---|---|

Slide [4.10] Menu Title: Thank You!			
Visual / Display:	**Slide Text:**	**Narration / Voiceover:**	**Animation / Interaction:**
Same visual layout for Slides 1.1

Custom Restart and Exit buttons at bottom right corner of slide | **[Text]** Thank you for your participation

Custom Restart and Exit buttons | Narrator: Congratulations on completing the Human Rights Awareness Training eLearning course.

In this course, you learned what to expect from Innovative if you encounter human rights issues in projects or operations.

You may click the restart button to restart the course or the exit button to exit the course. | Learner have the choice to select either "restart" button or the "exit" button

Restart will take you to Welcome page. "Exit" button will exit the course

The Restart and Exit buttons will fade in timed with the VO reference |