

SUPPLIER CODE OF CONDUCT

1. Introduction

Veren Inc. (Veren) strives to deal with innovative suppliers who are leaders in their industries and are willing to demonstrate a strong commitment to sustainable development by adopting health & safety, labour, environmental and ethical principles that ensure the well-being of their employees and the communities they operate in.

2. Code of Conduct

2.1. People

- 2.1.1 Discrimination based on race, religious beliefs, creed, colour, sex, sexual orientation, age, physical disability, mental ability, ancestry, nationality, place of origin, marital status, family status, source of income or receipt of public assistance will not be tolerated.
- 2.1.2 Harassment including physical or verbal abuse, threats, derogatory remarks, jokes, taunts or innuendos of a sexual nature will not be tolerated. We encourage suppliers to have a reporting mechanism in place for employees to report harassment.
- 2.1.3 Veren expects suppliers to comply with all employment laws applicable in the jurisdiction where it operates. This includes, but is not limited to, Employment Standards Codes, Human Rights Acts, the Personal Information Protection Act and provincial/federal Occupational Health and Safety Codes.

2.2. Safe Operations

- 2.2.1 Suppliers must protect their employees' life and health, as well as the general public at large against hazards inherent to the provision of goods and services.
- 2.2.2 For the safety of all workers, working hours must not be excessive and workers must be allowed sufficient rest between shifts.
- 2.2.3 Suppliers providing goods and services must do so in accordance with Veren's [Health & Safety Requirements for Contractors and Vendors](#).

2.3. Protection of the Environment

- 2.3.1 Veren expects our suppliers to have knowledge of the environmental impacts associated with their business activities and where appropriate, to implement policies, programs and employee training to address, in particular but not limited to, the following matters:
 - Accidental spills and releases
 - Air emissions and wastewater control
 - Waste management and waste recycling.

2.4. Community Engagement

- 2.4.1 Suppliers are encouraged to engage in the community to help foster positive social and economic development.

2.5. Ethical Conduct

- 2.5.1 Bribery will not be tolerated.
- 2.5.2 Gifts and entertainment may only be accepted or offered in the normal exchanges common to and generally accepted in established business relationships. An exchange of such gifts shall create

no sense of obligation. The value of gifts should be nominal, both with respect to frequency and amount.

2.5.3 Suppliers will negotiate honestly and in good faith and will not collude with one another with the intention of fixing prices, rigging bids, or engaging in any other anti-competitive behavior.

2.6. Confidentiality

2.6.1 Those working on Veren sites are not to post pictures of our operations or people to social media. Suppliers are also not authorized to post comments implying that they are on Veren's behalf. Should the supplier want to mention Veren in a social media post, we ask that they consult with their contact at Veren prior to doing so.

2.6.2 Any business information, trade secrets, specifications or other sensitive information belonging to Veren, must be kept strictly confidential and only disclosed to individuals within a supplier's organization for business purposes.