

Human Rights Policy

Safety. Integrity. Respect. Trust. **Our Commitment to Human Rights**

At Ovintiv™, we recognize the fundamental importance of human rights and the need for all of us to ensure these rights are upheld. Our respect for human rights is embodied in the ways we operate and conduct ourselves—which are always guided by our foundational values of safety, integrity, respect and trust. Respect for human rights is reflected in our [Business Code of Conduct](#), policies and practices, [Supplier Code of Conduct](#) and in how we interact with each other and our stakeholders. Our Human Rights Policy applies at all of our locations and to all employees as well as all contractors, service providers, business partners and suppliers who also must meet our ethical standards.

As our governments continue their work to protect human rights locally and globally, we can all do our part to advance human rights. Our commitment to human rights is guided by international and national standards, including the following:

- United Nations Guiding Principles on Business and Human Rights.
- United Nations Universal Declaration of Human Rights.
- United Nations' recognition that access to water is a human right.
- International Labor Organization's Declaration of Fundamental Principles and Rights at Work.
- Principles set out in the Organization for Economic Development Guidelines for Multinational Enterprises.
- All applicable Federal, State and Provincial laws and regulations.

Labor Practices

Ovintiv is committed to providing a respectful, inclusive, healthy and safe workplace free from discrimination, violence, intimidation and all forms of harassment, including sexual harassment. We do not discriminate based on gender, race, color, age, national origin, religion, disability, sexual orientation, marital status or any other grounds protected by law. We comply with fair labor practices throughout our operations and all applicable workplace, employment, privacy and human rights laws and standards.

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Our commitment to human rights means that we:

- Prohibit all forms of slavery, compulsory and forced labor, human trafficking, and child labor.
- Ensure that anyone working on our sites is legally authorized to do so.
- Understand the important role our industry can play in identifying and preventing human trafficking through increased employee awareness and working with our suppliers to engage in programs to prevent human trafficking.
- Promote a respectful workplace.
- Do not tolerate any workplace harassment, including sexual harassment or bullying.
- Protect and promote women's rights and gender equality.
- Do not tolerate any threats or acts of violence toward any of our employees or contractors at any of our locations.
- Prohibit discrimination or harassment based on race, color, religion, national or ethnic origin, sex, parenthood, sexual orientation, gender identity or expression, age, disability, veteran status or other grounds protected by law.
- Comply with all applicable laws and regulations on freedom of association and collective bargaining. We recognize our employees' rights to join organizations for the purposes of engaging in collective bargaining.
- Respect individual's right to privacy and commit to ensuring compliance with all applicable privacy and data security laws.
- Will not be complicit in human rights abuses or violations of human rights laws.
- Will perform human rights assessments as required within our operations.

Anyone who violates our policies and practices, including this policy, will be subject to disciplinary action up to and including termination of employment, contract or supplier contract.

Recognizing the Rights of Indigenous Peoples

Ovintiv recognizes the unique rights of Indigenous peoples and we are committed to working with them to address concerns and any potential impacts of our operations on their rights. We foster relationships with Indigenous communities in the areas in which we operate and partner

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with multiple organizations and participate in programs to enhance our relationship with Indigenous groups. Our Indigenous Relations Guidelines set out our commitment to working with Indigenous communities on economic development and community investment focused on wellness, education and cultural preservation.

We are informed by the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples. Indigenous cultural awareness training is made available to all staff. Support for Indigenous programs is an integral part of our community investment program.

Stakeholder Engagement

We engage with our stakeholders, including our employees, contractors, suppliers, service providers, shareholders and community members to work together to have a positive impact wherever we operate and to uphold our corporate responsibility. We listen to the concerns of our stakeholders and integrate mitigating strategies into our operational plans, including those that affect human rights. We strive to make meaningful contributions to the communities, our industry, and to our society.

Safety & Security

Safety is of the utmost importance to us. We are committed to providing a workplace that is free of violence, harassment, threats or intimidation. We strive to protect our people, our assets, and our reputation wherever we operate. Our security group is a vital part of our EH&S team and works to ensure a safe and secure workplace. Our security team is educated and trained regularly to identify, prevent and mitigate any security issues, including security risks that may impact human rights.

Accountability & Reporting

We are accountable to ourselves and our stakeholders in ensuring we uphold this Policy; we proactively identify and remediate areas of potential concern and risk. We provide in-person and virtual training regularly on our Business Code of Conduct and various policies and practices that include education on human rights and respectful workplace issues. All staff must complete annual training and acknowledgement of our Business Code of Conduct.

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Additionally, our suppliers must acknowledge and commit to our expectations and ethical standards set out in our Supplier Code of Conduct and Business Code of Conduct, which includes requirements of this Policy and our Respectful Workplace Policy.

Speak Up!

We all have a duty to report violations or potential violations of the law, regulations or our policies and practices. We strive to create an open environment where everyone is empowered to raise any concern or question about ethics or compliance with our policies and practices or the law. We expect all concerns to be raised in good faith. If you observe or are made aware of something that may be unethical or illegal—Speak Up! We have several resources available for reporting a concern—to leadership, human resources, the compliance team or our [Integrity Hotline](#). The Integrity Hotline is an anonymous call line that is available to anyone 24/7 to report concerns. We listen to all concerns and take all reports seriously. We are committed to investigating all good faith concerns in a timely manner. We will take all actions necessary to remediate and prevent further issues from arising.

We do not tolerate any form of retaliation including threats, discrimination or discipline against anyone who reports a concern in good faith or participates in an investigation. Retaliation is a violation of our Business Code of Conduct and the law. Any act of retaliation will result in discipline as appropriate, up to and including termination of employment or contract.

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