



**ADVANTAGE ENERGY LTD.
(the "Corporation" or "Advantage")**

HUMAN RIGHTS POLICY

INTRODUCTION

Advantage, including its subsidiaries, is committed to high ethical standards, including respect for human rights as an integral part of our commitment to sustainability.

The requirements set forth in this Human Rights Policy (the "**Policy**") outline the principles embedded in our business operations and applies to all Advantage employees and third-parties, including consultants, contractors, and suppliers who act on our behalf. Business partners, including joint venture partners, are expected to abide by principles that are compatible with our own.

This Policy is based on the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation ("**ILO**") Declaration on Fundamental Principles and Rights at Work, and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises.

The Policy should be read in conjunction with Advantage's [Code of Business Conduct and Ethics](#) (link), [Governance and Sustainability Committee Terms of Reference](#) (link), and the [Whistleblower Program](#) (link).

RESPONSIBILITIES

Any action that violates or might reasonably be expected to lead to or result in a violation of this Policy is strictly prohibited and will not be tolerated. This Policy is reviewed and approved by the Governance and Sustainability Committee. Team Leaders are responsible for ensuring that their team members are aware of the Policy and abide by its principles.

Ethical Business Conduct

Advantage employees and third-parties have the right to work in an environment of mutual trust and respect where everyone is fairly treated without discrimination. In alignment with the Code of Business Conduct and Ethics, Advantage does not tolerate conduct that is abusive, harassing or offensive, and is committed to respecting the rights of vulnerable groups, including minoritized religious, racial and ethnic communities; people with disabilities; all genders; children; Indigenous Peoples; and LGBTQ+ communities.

Forced Labour

No employee, third-party, or any other persons that perform work on behalf of Advantage will participate in or allow forced labour, as defined in the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, to occur.

All labour conducted on behalf of Advantage must be done voluntarily and without the threat of punishment or consequence. Any labour that is forced, coercive, or unpaid in any form is illegal and will not be tolerated.

Child Labour

No employee, third-party, business partner or any other persons that perform work on behalf of Advantage will participate in or allow child labour, as defined in the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, to occur.

Advantage follows and expects that any third-parties or business partners follow all child labour, youth employment, or equivalent laws and regulations within the regions which they operate. If there are no applicable laws or regulations within a jurisdiction, the principles set forth by the ILO Standards shall be followed.

Security

As with all Advantage's operations, findings derived from targeted risk and impact assessments will be used to ensure that security management plans are proportionate and respect the rights of employees, third-parties, and business partners.

HUMAN RIGHTS DUE DILIGENCE

Advantage will assess potential human rights impacts prior to beginning new projects or business activities and will regularly monitor for actual and potential impacts on employees, third-parties, and business partners throughout a project lifecycle. Where potential adverse impacts are identified, measures will be taken to avoid or mitigate them, or provide appropriate compensation.

Due diligence measures will be taken on all suppliers to assess for potential human rights risks to Advantage's supply chains. If there is evidence of risk, Advantage will in the first instance, work with suppliers to identify appropriate remedies, and if this is not feasible, reserves the right to terminate the business relationship.

MONITORING, EVALUATION, AND REPORTING

Advantage shall regularly monitor the implementation and effectiveness of this Policy, taking into account evolving human rights laws, policies, and practices. Advantage will report on the organization's human rights impacts in accordance with regulatory requirements.

REPORTING A COMPLAINT

Any person with reason to believe that this Policy is not being followed by an Advantage employee, third-party, or business partner shall in the first instance, contact their immediate Team Leader or the Human Resources team. If the person feels uncomfortable contacting management directly, they may make a confidential report in accordance with the procedures described in the Whistleblower Program.

Where concerns turn out to be legitimate, Advantage will take appropriate measures to address the matter, up to and including termination of employment or employment contracts, termination of supply contracts, and if warranted, further legal action at the sole discretion of Advantage.

TRAINING

Advantage employees and third-parties, including consultants, contractors, and suppliers who act on our behalf, and business partners, including joint venture partners, have an obligation to familiarize themselves with this Policy. If an individual is seeking additional training on human rights, Advantage will facilitate or provide that training.