

# Human Rights Policy

## EVOLUTION PETROLEUM CORPORATION

SEPTEMBER 29, 2021

We respect and uphold basic human rights in the workplace. As a result, our Board of Directors has adopted a Human Rights Policy and oversees the Company's compliance under it. Our Human Rights Policy applies to all locations where we practice business.

Evolution aims to promote and protect human right, as such, we:

- Do not tolerate harassment in the workplace;
- Support and protect the rights and equality of each person, including minority groups and women;
- Prohibit any form of discrimination;
- Do not condone human trafficking, slavery, or child labor;
- Respect employee privacy;
- Respect freedom of expression, particularly, but not limited to, when exercising an employee's right to stop unsafe work (i.e., Stop Work Authority) and report violations of company policy; and
- Provide fair and competitive wages and benefits in compliance with national and local laws.

We intend to be a positive impact in the communities in which we conduct business. We interact regularly with our stakeholders in order to receive feedback on our performance and adherence to policies. As of the date of this report, we are not aware of any salient risks posed to human rights by our business operations or interactions.

Our employees and consultants are expected to sign an acknowledgement that they have reviewed the employee handbook annually, which includes our human rights policy. In fiscal year 2022, the Company will also be providing an annual training for all employees and contractors. During this training, the Company will review the Human Rights Policy as well as provide other areas of training to further support its goal of respecting and upholding Human Rights in the communities in which it works and operates.

We maintain a hotline which operates 24/7/365 and allows anonymous and confidential reporting for employees, consultants, and contractors, including the ability to report concerns or violations of our human rights policy through the phone or internet (Phone: 877-628-7489 / Website: [www.epm.alertline.com](http://www.epm.alertline.com)).

We respect the land, culture, history, and customs of indigenous peoples. We do not currently operate, conduct business, or have net proved reserves on any lands of indigenous peoples. Should our operations or business activities coincide with lands of indigenous peoples or other culturally significant areas, we will work to comply with all appropriate rules, regulations, and laws.