

## INTRODUCTION

At ARC Resources Ltd. (“**we**”, “**our**”, “**us**” or “**ARC**”), we have always recognized the value of growing and developing relationships based on trust, integrity and respect, and we are committed to maintaining high ethical standards with all stakeholders. As part of this commitment, ARC has developed this Human Rights Policy (“**Policy**”).

## Scope

The requirements set forth in this Policy apply to all ARC employees, directors as well as all third parties, including agents, consultants, contractors and vendors who act on our behalf (“**ARC Parties**”). In addition, ARC recognizes that it is the responsibility of its business partners, including our joint venture partners, to define their own policies in accordance with applicable laws and expected ethical standards.

In setting our Policy, we are informed by the *Canadian Charter of Rights and Freedoms*, the *Canadian Human Rights Act*, the *Alberta Human Rights Act*, the *British Columbia Human Rights Code*, the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and other Canadian legislation as applicable.

This Policy should be read in conjunction with ARC’s other corporate policies, including the Code of Business Conduct and Ethics, the Respectful Workplace Policy and the Whistleblower Policy.

## Purpose

Consistent with our ARC’s Code of Business Conduct and Ethics, we require a high standard of professionalism and ethical conduct from all ARC Parties and those with whom we conduct business. This includes protecting human rights and ensuring a respectful workplace environment, free from discrimination or harassment. At ARC, we prioritize ensuring safe working conditions in accordance with applicable laws and industry best practices including a psychologically safe environment and endeavoring to prevent forced and child labour. We recognize that respecting human rights must be an ongoing effort and commitment.

## Ensuring Compliance

ARC incorporates the following strategies to foster compliance with our Human Rights Policy including:

### Human Rights Due Diligence

ARC Parties are expected to commit to the principles and expectations outlined in our Code of Business Conduct and Ethics Policy. This is reinforced in how we conduct ourselves and our business through high standards of ethical behaviours and creating a work environment with shared accountability. We have built a strong reputation that we strive to maintain and will continue to assess and address any potential human rights impacts in our business activities, or partnerships. When making these assessments, ARC will consult representatives of local communities, including Indigenous communities, where applicable.

### Responsibilities and Training

ARC Parties shall be required to familiarize themselves with this Policy. As part of this, ARC provides ARC Parties with information, training, and other resources on applicable legislation from time-to-time, including

training on the Respectful Workplace Policy and the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. Such information, training, and other resources will be directed to relevant ARC Parties as appropriate.

## Reporting a Complaint

Any person with reason to believe that this Policy is not being followed by an ARC Party must contact their immediate leader or another senior officer at ARC. Alternatively, they may make a confidential report in accordance with the procedures described in the Whistleblower Policy. Where needed, ARC 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.

## SUMMARY

A safe working environment requires the cooperation and support of all of us. ARC is committed to the expectations and standards set forth in this Policy and will continue to support each person subject to this Policy.