

NON- DISCRIMINATION & ANTI-HARASSMENT POLICY

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The Company is committed to providing a working environment that is free from discrimination and harassment, including victimization and bullying.

1. Objectives

International Petroleum Corporation (“IPC” or “the Company”) has a zero-tolerance policy when it comes to discrimination and harassment toward or by its employees or contract personnel.

Discrimination and harassment, whether verbal, written or otherwise, sexual or non-sexual, are destructive forces, both within and outside the workplace. They are both intimidating and stressful. A workplace environment that is free from discrimination and harassment enables people to contribute more effectively to organizational success and to achieve higher levels of personal job satisfaction.

2. Requirements

- 2.1 All employees are expected to strive to create a positive workplace environment, uphold IPC’s Code of Ethics and Business Conduct, and participate in training programs that aim to foster a culture of respect and equal treatment.
- 2.2 The Company’s aim is to protect the rights of all individuals involved with the Company. Individuals who are being discriminated against or harassed, or have observed instances of discrimination or harassment of others, are strongly encouraged to report the issue and will be protected by the Company for having brought the issue to light in good faith.

- 2.3 Allegations of discrimination and harassment will be investigated rigorously by the Company and acted upon firmly, in accordance local laws or local grievance and dismissal policies, with a commitment to resolving the matter promptly and confidentially whenever feasible.
- 2.4 Individuals experiencing or suspecting discrimination, harassment victimization or bullying should, as a first step, attempt to resolve the issue in an open and non-confrontational manner by discussing it with the alleged perpetrator, as outlined in local grievance and dismissal policies. If this proves unsuccessful or is not feasible, individuals may invoke applicable formal grievance processes.
- 2.5 If found proven, any discriminatory or harassing behaviour may lead to disciplinary action which could result in dismissal.
- 2.6 IPC’s Whistleblowing Policy is always available for reporting alleged wrongdoing within the Company.



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