



## **Frontera Energy Corporation HUMAN RIGHTS DECLARATION**

### **1. BACKGROUND**

At Frontera Energy Corporation (“**Frontera**” or the “**Corporation**”) we work hand in hand with the communities in which we live and those affected by our operations. Under this premise the Corporation is committed to the respect and promotion of Human Rights in all its operations and actions as set forth in this declaration (the “**Declaration**”).

Our Declaration of Human Rights is based upon the United Nations (UN) Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights. For the purposes of this Declaration, Human Rights are the rights inherent to all human beings, without any distinction of nationality, residence, sex, national or ethnic origin, color, religion, language, or otherwise.

Our commitment to the respect of Human Rights is reflected in all our actions, in accordance with the principles of the UN Global Compact, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and with the Voluntary Principles on Security and Human Rights.

This Declaration is based on the analysis of potential risks on Human Rights, and the definition of action plans according to the needs and the political and socioeconomic context of the areas where we operate, with special emphasis on those that are in a high risk situation.

### **2. GUIDELINE**

The Corporation’s Declaration is to respect the Human Rights of all individuals, including its partners, communities and other stakeholders. The Corporation avoids committing human rights violations and works together with the governments of the countries where it operates to implement the necessary measures to ensure compliance.

In adherence to this Declaration, local laws and regulations, Frontera does not tolerate any violation or infringement of Human Rights by an employee, a contractor or a third party affiliated with the Corporation’s operations. In this regard we recognize our responsibility in promoting Human Rights and avoiding activities that directly cause or have negative consequences thereon.

To support this Declaration, we have defined six (6) commitments:

- 1. Communities:** The Corporation is committed to maintain an open and proactive dialogue with communities and seeks to understand social,

economic, cultural and environmental conditions as well as the impact of its operations. The Corporation works in line with these needs and expectations, to optimize benefits, mitigate negative impacts and contribute to the sustainable development of the areas where it operates.

**2. Ethnic communities:** The Corporation acknowledges and respects indigenous peoples' connections to lands and waters, consistent with the UN Declaration on the Rights of Indigenous Peoples. The Corporation is committed to consulting freely and in an informed manner, to obtain the previous consent of the ethnic communities for activity that may impact them.

**3. Child and forced labor:** The Corporation is committed to the elimination of all types of child or forced labor and demands and supervises strict compliance by providers, contractors and subcontractors.

**4. Gender:** The Corporation, in line with its Gender Declaration, is committed to ensuring that both men and women have access to dignified and productive work under conditions of equality and safety.

**5. Security:** The Corporation is focused on managing and maintaining relations with public forces and its private security providers in a manner that respects and promotes Human Rights.

**6. Right of Association:** The Corporation is committed to complying with the labor rights of its employees and ensuring that its contractors and subcontractors maintain these same practices. Additionally, the Corporation is committed to sponsoring and guaranteeing the right to freedom of association and collective bargaining by its employees and of the employees of its contractors and subcontractors.

### **3. SCOPE AND MONITORING**

The Corporate Affairs Department has developed this Declaration, continuously monitors the adherence and annually reports the results of compliance through the Corporation's Sustainability Report.

### **4. COMPLIANCE**

This Declaration applies to all Personnel (as such term is defined in the Code of Business Conduct and Ethics) and compliance is mandatory for all Personnel.

Any person who believes that the Corporation has participated or is about to participate in activities which, in any way, violate this Declaration, can immediately report to their supervisor. Also, they may use the ethics channels provided for in the Code and/or the Whistleblowing Policy.

## **5. EFFECTIVE DATE**

This Declaration was originally adopted in June 2017, and was last revised by the Director of Corporate Affairs on March 11, 2020. This Declaration stems from Frontera's Sustainability Policy, which was last revised by the Board of Directors on December 4, 2019.