



HUMAN RIGHTS POLICY

TAG OIL LTD.

Adopted: February 11, 2021

HUMAN RIGHTS POLICY

Introduction

TAG Oil Ltd. (the “**Company**”) is committed to conducting its business with honesty, integrity, and professionalism, and it expects all persons working for or with the Company to maintain these high standards in line with the Company’s policies and procedures. This commitment is enshrined within the Code of Business Conduct & Ethics (the “**Code**”).

This Human Rights Policy (the “**Policy**”) concerns compliance with the principles of human rights as described in the United Nations Universal Declaration of Human Rights and the laws and regulations which prohibit modern slavery in all its forms, which are enforced by various jurisdictions around the world.

Failure to comply with this Policy can expose the Company to reputational damage and loss of business, as well as civil and criminal fines and penalties. Accordingly, under no circumstances may any business transactions be conducted in a manner contrary to this Policy.

Objective of this Policy

To communicate our policy of upholding the principles of human rights and a zero-tolerance approach to modern slavery and that the Company is committed to acting ethically and with integrity in all its business dealings and relationships. Additionally, to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere within its business or supply chain.

Scope

This Policy applies to all of the Company’s employees, contract workers, officers, and directors (collectively “**Employees**”). It also applies to individuals, companies, associations, partnerships, or other entities retained to act on behalf of or for the benefit of the Company (“**Third Parties**”).

The Company will only engage Third Parties who uphold the Company’s values and the principles of this Policy and where such Third Party does not have its own policy concerning human rights and modern slavery legislation then it shall be an expectation that the Third Party will adhere to the principles of this Policy.

Breach of this Policy

Breaches of this Policy will not be tolerated.

Failure to respect human rights and comply with the laws and regulations concerning the prohibition of modern slavery could result in severe penalties for the Company, including financial penalties, negative publicity, loss of business, and legal action.

Employees who fail to comply with this Policy may be subject to disciplinary actions including immediate dismissal. Third Parties may be subject to immediate contract termination and claims for damages and recovery of any associated costs, expenses, fines, or penalties. If criminal activity is identified, the Company may contact and assist relevant law enforcement authorities.

Policy concerning human rights and prohibition of modern slavery

The Company has a policy of respecting human rights and recognising the principles described in the United Nations Universal Declaration of Human Rights and not tolerating abuses of human rights in relation to our business.

Modern Slavery takes various forms and includes (without limitation) slavery, servitude, forced and compulsory labour, child labour, and human trafficking. Modern slavery is wrong, it is a violation of fundamental human rights, and in many jurisdictions it is a crime punishable by fines, penalties and imprisonment.

The Company prohibits any form of modern slavery in its business operations and is committed to ensuring it does not take place in its supply chain.

Prior to entering into any agreements, and from time to time during the term of any agreement, the Company shall conduct such due diligence, risk assessments and/or audits as may be appropriate and reasonably practicable in the circumstances to ensure there are no instances of modern slavery.

Raising a concern

This may be done verbally, in writing or by sending an email to speakup@tagoil.com.