



## Human Rights Policy

### Objective

The objective of the Human Rights Policy (the “**Policy**”) is to communicate the importance of upholding the principles of human rights and a zero-tolerance approach to modern slavery. Additionally, to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere within TAG Oil Ltd.’s (the “**Company**”) business or supply chain.

The Company is committed to conducting its business with honesty, integrity, and professionalism, and acting ethically in all its business dealings and relationships. The Company 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 Company’s Code of Business Conduct and Ethics.

This 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.

### Scope and Application

This Policy applies to all of the Company’s employees, consultants, 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

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 will any business transactions or operations be conducted in a manner contrary to this Policy, and 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.

### **Modern Slavery**

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 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.

### **Review of Policy**

This Policy has been reviewed and approved by board of directors of the Company (the “**Board of Directors**”) and may be reviewed and updated periodically by the Board of Directors. Any amendments to this Policy shall be subject to approval by the Board of Directors.

### **Contact**

Any person who has a question or concern regarding human rights should discuss the matter with the Company’s Chief Executive Officer or by sending an email to [speakup@tagoil.com](mailto:speakup@tagoil.com).

### **Related Policies**

- Code of Business Conduct and Ethics