

## RESPECTFUL WORKPLACE POLICY

### *Policy Statement*

MEG Energy is dedicated to creating a work environment that fosters mutual respect and working relationships free from discrimination, harassment, workplace bullying, and violence. We expect all workers to promote a culture of respect and to be committed to our number one Operating Priority – We care for ourselves and all others.

### *Key Principles*

We prohibit any form of unlawful harassment based on race, religious beliefs, colour, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, gender, gender identity, gender expression and sexual orientation or any other prohibited ground of discrimination. Such conduct will not be tolerated and is strictly prohibited.

We expect all MEG employees, contractors and Service Providers to promote a culture of respect and to be committed to the proper treatment of their colleagues. Contractors and Service Providers are expected to maintain policies that prohibit sexual harassment, discrimination, workplace bullying, and violence.

Everyone is encouraged to report any prohibited conduct they experience, witness, or hear about, and to participate fully in any investigation and corrective action if requested. We will maintain processes to prevent, report, investigate, and correct incidents of prohibited conduct and ensure that our workforce understands these expectations and reporting procedures through ongoing communication, policies, and training.

This Policy is supported by our Respectful Workplace Guidelines and will be reviewed periodically and updated as required.

### *Review*

This policy will be reviewed by the Human Resources Department every three years or, where circumstances warrant, at such shorter intervals as necessary, to determine if amendments are required.

Last reviewed and approved by Sr Vice President, Human Resources on January 6, 2025.