



15 West 6th Street // Suite 900 // Tulsa, OK 74119

Human Rights Policy

Vital Energy, Inc. (“Vital” or “Company”) is committed to ensuring that we uphold all internationally recognized human rights in every aspect of our work and follow all applicable national and local regulations as they pertain to the fundamental rights of all stakeholders. Central to upholding this commitment, is ensuring that we operate in a manner that is respectful of human rights in all regards.

This Policy details Vital’s principles in relation to human rights in order to foster an environment in which human rights are recognized and respected throughout our company. This Policy applies to Vital employees, officers, and directors, who are expected to use good business judgment and address known adverse human rights impacts in the conduct of our business.

Our Policy

Vital’s commitment to human rights aligns with the principles of the UN’s Universal Declaration of Human Rights, the UN’s Guiding Principles on Business and Human Rights and the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

Prohibition of the Use of Human Trafficking, Child Labor, and Forced Labor

Vital prohibits the use of human trafficking, child labor and forced labor, in accordance with the International Labor Organization’s (ILO) conventions, as defined below:

- Human trafficking: the recruitment, transportation, transfer, harboring or receipt of a person (a woman, man or a child), often over international borders but also frequently within the boundaries of a single country, for the purpose of exploitation.
- Child labor: work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.
- Forced labor: all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

Vital has zero tolerance for human trafficking, child labor, or forced labor in its supply chain through any means, including, but not limited to coercion, physical threats or restraints, withholding of passports, the use of false or misleading recruitment practices, and other trafficking in persons activities.

Right to Organize

The rights to organize, freedom of association and collective bargaining are proclaimed in the Universal Declaration of Human Rights and ILO conventions. We support rights to organize and the rights of our employees to lawfully and peacefully associate, organize and bargain collectively. We are committed to negotiating agreements that provide attractive and competitive levels of

compensation, benefits and working conditions for our employees. We also are committed to ensuring our business operates in a manner that is fair, equitable and competitive in the global market.

Security and the Rights of Indigenous People

Vital commits not to operate in or near areas of active conflict. We do not currently operate on or adjacent to any lands under the governance of indigenous peoples. Should we do so, we would follow all applicable laws and work to engage with those communities to ensure business practices are respectful of their sovereignty, security (including water security and access to resources) and indigenous rights through community consultations.

Human Right to Water

Vital considers water a fundamental human right. We recognize that water is a shared natural resource of critical importance and that the actions of companies can impact water quality and quantity. We take great pride in our comprehensive and holistic approach to managing and minimizing our impact on water. We recognize our role in helping protect natural resources, and we know that healthy water is a key component to a healthy planet.


Water is vital to our communities and water management is a key resource for our operational activities. We seek to minimize our impact on freshwater supplies and are continuing to expand our water recycling efforts. Consequently, we are continuing to expand our water recycling efforts and are committed to increasing the amount of recycled water utilized by our operations to decrease the use of potable fresh water.

Our Supply Chain

Conducting business ethically and in accordance with the law is key to our organization, and we expect the same from our supply chain vendors. As such, all suppliers are subject to the Company's Code of Conduct. We are committed to continuing to align our supply chain policies and procurement process with human rights and sustainable practices. We consider the safety of our vendors as paramount as the safety of our employees. As such, the Company's supplier management policy contemplates a vendor's historic safety records and requires vendors meet or exceed certain safety grading in order to be permitted as a vendor of the Company. In the future, we will work towards selecting vendors who are committed to:

- **Appropriate Compensation:** compliance with all applicable wage laws and standards, including punctual and regular payment.
- **Health and Safety:** compliance with applicable standards and laws, demonstrated safety record and programs to support ethical working conditions.
- **Human Rights:** not hiring employees below the legal working age or using any form of forced labor.
- **Non-Discrimination:** suppliers may not expose employees and potential employees to sexual or physical harassment or discrimination in line with our company-wide policy.

Additionally, we believe in the importance of having a diverse supply chain, and include veteran, minority and women-owned suppliers as part of our procurement process.

ADOPTED: 

DATE: January 9, 2023