



## Human Rights and Freedom of Association

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Peyto Exploration & Development Corp. (Peyto) is committed to responsible energy development and regards human rights and the creation of a safe and collaborative culture as key components within its core corporate values. The organization's purpose is to sustain a successful and profitable company founded on operational excellence.

Peyto insists that all employees should be treated with respect and dignity and work in an environment that is free from harassment and discrimination. Peyto values and promotes workforce diversity and maintains an ethical work environment. The company's commitment to respecting human rights is also represented in our Code of Business Conduct and Ethics.

Peyto's commitments:

- Create a workplace that respects and values all employees and maintains a culture based on open and direct communication. The company strives to maintain a mutually rewarding relationship with employees through the principles of fairness, trust, and integrity.
- Understand the importance of diversity and inclusion in the workplace. Peyto is committed to equal opportunity and will not tolerate discrimination or harassment.
- Strive to respect human rights throughout its supply chain by using suppliers and vendors whose corporate values align with Peyto's.
- Recognize a responsibility to be a good neighbor to the communities Peyto serves through involvement and support of community activities.
- Respect the rights of Indigenous peoples and continue to work with those communities to ensure any impacts from Peyto activities are discussed and addressed.
- Maintain open communication throughout the organization without fear of reprisal, intimidation, or harassment.
- Ensure that no discriminatory conduct, harassment, forced labour or child labour occurs in the workplace.

**Jean-Paul Lachance**  
*President and CEO*