



HUMAN RIGHTS POLICY STATEMENT

Scope & Purpose

Baytex has adopted a Business Conduct and Ethics Policy which sets out our commitment to a culture of honesty, integrity and accountability. In support of the Business Conduct and Ethics Policy, Baytex has developed this Human Rights Policy Statement to ensure Baytex and Baytex's suppliers and service providers uphold and respect human rights as reflected in the Canadian Charter of Rights and Freedoms in their business practices. In implementing this Policy, Baytex will comply with all laws, regulations, rules and standards concerning respect for human rights of each country in which the Corporation conducts business.

Application

This Policy applies to Baytex and its affiliates and each of their employees, consultants, officers and directors. In addition, while Baytex recognizes that it is the responsibility of its suppliers and service providers to define their own policy and approach to the issue of human rights, Baytex expects that all of its suppliers and service providers conduct their business practices in accordance with Baytex's values.

This Policy was developed by Baytex's management and reviewed by the Baytex's Board of Directors.

Baytex's Human Rights Commitments

Baytex is committed to ensuring human rights are respected in the conduct of all its activities, including:

- Prohibiting discrimination of minorities, whether based on gender, race, or other minority status, in respect of employment and occupation;
- Prohibiting child labour, forced, involuntary, compulsory or slave labour, or modern slavery practices;
- Respecting the fundamental freedoms of all individuals, including the freedom of thought, belief, opinion and expression, the freedom of peaceful assembly, the freedom of association and collective bargaining, and other rights and freedoms enshrined in the UN Universal Declaration of Human Rights and the Canadian Charter of Rights and Freedoms; and
- Ensuring safe working conditions for all employees and contractors in accordance with applicable laws and best industry practices.

Ensuring Compliance with Our Human Rights Commitments

Baytex uses several strategies and processes to ensure awareness, training and compliance with the human rights commitments made in this Policy, including:

- providing a copy of its Business Conduct and Ethics Policy and this Human Rights Policy Statement to all new employees and contractors;
- making all policies, including this Policy, readily available to employees on its internal website;
- monitoring compliance by annually requiring employees to: (i) acknowledge their own compliance with all policies, including this Policy; and (ii) affirm they are not aware of non-compliance by others;
- ensuring ready access for employees and contractors to anonymous and secure communication and reporting channels that allow them to safely notify Baytex of actual or potential impacts on human rights, including Baytex's confidential ethics hotline at 403-250-0308 (more information can be found in our Statement on Reporting Ethical Violations);
- reviewing and assessing its human rights policies, practices and procedures;
- consulting with its stakeholders regarding human rights and other social issues; and
- selecting suppliers and service providers who are reputable and do not have a known history of violation of human rights.

Approved by Baytex's Board of Directors on February 24, 2021.