



Westbrick Energy Ltd. Fighting Against Forced Labour and Child Labour 2023 Statement

This Statement is prepared in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) in relation to the financial year ended December 31, 2023.

Structure, Activities and Supply Chains

Westbrick Energy Ltd. (“Westbrick” or the “Company”) is a private company engaged in oil and gas exploration and production in the Western Canadian Sedimentary Basin of Alberta. Westbrick was incorporated under the laws of the Province of Alberta on January 14, 2011, and is headquartered in Calgary, Alberta. The Company is governed by the Board of Directors, which provides guidance and oversight, and is led by the management team, which is responsible for day-to-day operations.

Exploration and production activities are often conducted through joint arrangements which are governed by joint operating agreements. Westbrick holds interests in joint assets that are not operated by the Company and as such these non-operated supply chains and activities are not included in this Statement. This Statement applies only to Westbrick’s operated assets, unless stated otherwise.

Westbrick’s goal is to ensure that the communities in which we operate benefit from our presence. At every stage of our business, we utilize goods and services supplied by third parties. We look to support qualified local suppliers and contractors that have businesses and roots in the regions where we operate, as well as working with large contractors that provide a depth of expertise from broad operations. Westbrick’s suppliers are integral partners in achieving our purpose of bringing people and resources together to build a better world.

Policies and Due Diligence

Westbrick will not tolerate the exploitation of children, or the trafficking, physical punishment, abuse, or involuntary servitude of any worker. During 2023, Westbrick incorporated the Act into our existing Code of Business Conduct and Ethics by reinforcing our commitment to workplace integrity, and by including stringent guidelines for selecting our suppliers. Our Code of Business Conduct and Ethics lays out Westbrick’s commitment to providing positive, productive, and supportive work environments, and states that the Company will only deal with suppliers who abide by these same standards. All Westbrick staff is required to review and sign our Code of Business Conduct and Ethics annually.

Our operations require a wide variety of goods and services to operate, the majority of which are produced with highly skilled and trained labour, including engineering and technical services, as well as specialized equipment and services for oil and gas operations which require vocational training.

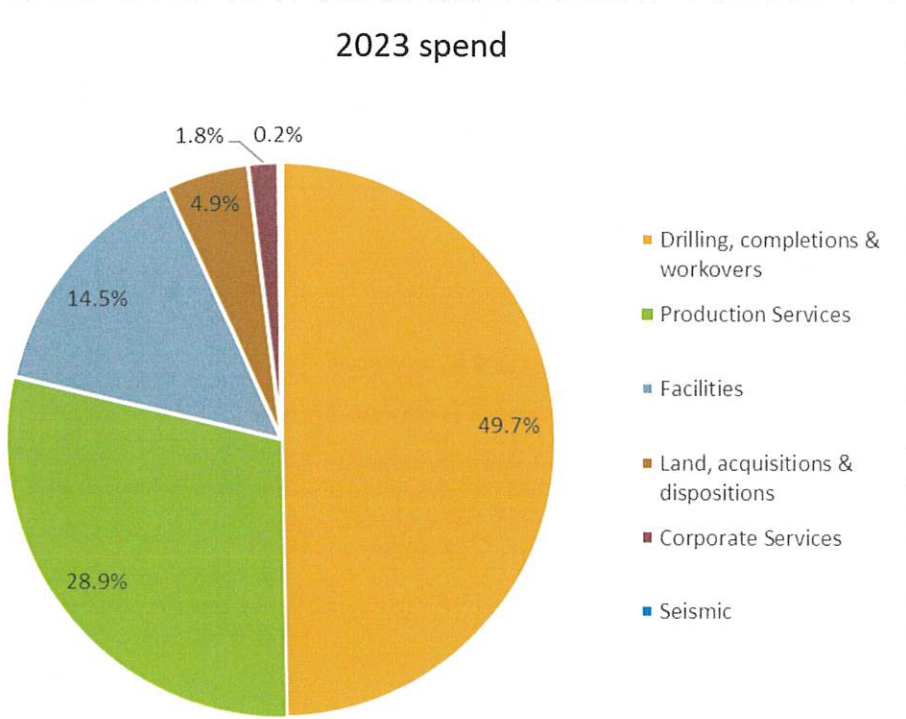
Our contractor management practices detail a consistent approach for contractor selection and onboarding, on-site supervision, and risk management, offboarding, and performance review for all suppliers working for us. The Standard includes health and safety requirements to verify that suppliers

have the appropriate knowledge, skills, and training to work safely. We believe that focusing on building and maintaining a strong safety culture with the suppliers we engage also has the benefit of reducing the risk of forced labour and child labour, which are forms of modern slavery.

Risk Assessment and Management

During 2023, Westbrick initiated a process to assess all primary suppliers through multiple factors, including reviewing the supplier, the commodity, and the location for the risk of modern slavery. The first step of this process involved reviewing our primary supply chain for the potential risk of forced or child labour. This review included more than 1,100 suppliers that provided goods or services to the Company during the year. These suppliers are almost entirely based in Canada, with the remainder based in the US, countries that are at low risk for forced and child labour according to the Global Slavery Index 2023 report. However, the country of origin for goods purchased through these suppliers may vary and certain categories may have modern slavery risks because of their characteristics, products, and processes. They may use unskilled or seasonal labour, outsourced labour or child labour.

Westbrick’s expenditures were allocated across the following spend categories during 2023:



During 2023, Westbrick clearly communicated to our suppliers our expectations with regards to forced labour and child labour. This communication took two forms:

1. Westbrick’s Request for Proposals (“RFP”) application was updated during 2023, requiring all suppliers to confirm their commitment that there is no form of forced labour or child labour in their business or in their supply chains. An RFP is required annually to source suppliers for all

large capital expenditures, primarily for those in the drilling, completions & workovers, and facilities categories above.

2. In 2023, we communicated our position to our suppliers through our compliance software. We stated our expectation that there is no forced labour and no child labour in either their business or in their supply chains.

Through our procedures and our Whistleblower Policy, employees and contractors are encouraged to ask questions, voice concerns, and make appropriate suggestions regarding our business practices. Employees and contractors are expected to promptly report suspected violations of the law, company policies or internal controls so management can investigate and take appropriate action as soon as possible.

Measures to Remediate Forced Labour or Child Labour

In 2023, Westbrick did not identify any instances of forced labour or child labour in its activities or supply chain.

Measures to Remediate Lost Income

In 2023, Westbrick did not identify any instances of forced labour or child labour in its activities or supply chain.

Training

During 2023, Westbrick implemented mandatory training for all staff involved in procurement and the supply chain process. The training included materials to raise awareness about forced labour or child labour risks, as well as tools for identifying suppliers, industries and countries that may be at higher risk for forced labour and child labour.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Westbrick Energy Ltd.



Ken McCagherty
President and Chief Executive Officer and
Member of the Board of Directors
April 24, 2024