

# Corporate Responsibility Policy

Ovintiv is committed to conducting our business ethically, legally and in a manner that is fiscally, environmentally and socially responsible, while delivering strong financial performance. We believe demonstrating our commitment to corporate responsibility is integral to creating long-term shareholder value. Protecting and enhancing our reputation and our social license to operate is key to our sustained financial success. Operating responsibly is both a core value and a common goal of Ovintiv's leadership and staff.

This Policy articulates Ovintiv's commitment to responsible development where our employees, contractors and directors are empowered and expected to comply with the requirements of this Policy. This Policy encompasses the areas of governance, people, the environment, safety, engagement and community involvement.

## Governance

Ovintiv will:

- Maintain high standards of integrity and corporate governance practices to enhance stakeholder confidence in our governance systems. These practices encompass not only financial accounting but also include independent reserves evaluations. We will closely monitor leading corporate governance practices and assess the need for changes to Ovintiv's programs.
- Comply with or exceed requirements under laws, regulations, and industry standards applicable to our activities.
- Conduct business in an open, honest and ethical manner, as outlined in our Business Code of Conduct.
- Integrate corporate responsibility in our business planning and decision-making processes and monitor and measure our corporate responsibility performance.

## People

Ovintiv will:

- Provide a respectful, inclusive workplace free from harassment, discrimination, violence and intimidation. Ovintiv does not discriminate on the basis of gender, race, colour, age, national origin, religion, disability, sexual orientation, marital status or any other characteristic protected by applicable laws.
- Apply fair labour practices, while respecting the national and local laws of the communities where we operate. Ovintiv will not engage in forced or exploitive labour.
- Abide by all applicable workplace, employment, privacy and human rights legislation including support of the principles of the Universal Declaration of Human Rights within our sphere of influence.
- Provide market competitive programs and practices to recruit, develop and retain the innovative people required to execute our business priorities today and in the future.
- Commit to investing in our employees by providing development opportunities which are aligned to individual and organizational needs and are focused on growing knowledge and skills in leadership, team and interpersonal effectiveness.

- Establish reasonable standards of performance, supply the necessary tools and resources to enable our staff to execute their accountabilities, give clear directions to our staff and apply job performance standards and workplace practices and policies in consistent manner.
- Maintain a positive and consistent approach to managing and improving our staff performance and intervene when unacceptable behaviour and/or performance occurs.
- Respond to employee needs through proactive engagement and through policies and programs that reflect industry best practices.

## Environment

Ovintiv will:

- Minimize the impact of our activities on the environment, as described in our Environment Policy.

## Health and Safety

Ovintiv will:

- Provide a safe and healthy workplace, as described in our Health and Safety Policy Engagement.

Ovintiv will:

- Engage, listen and work with stakeholders in a timely, respectful and meaningful way in our planning and operations. We value the input of our stakeholders and, where appropriate, incorporate their feedback in our ongoing operations.
- Communicate our corporate responsibility performance expectations to our staff, partners, co-venturers, service providers and suppliers.
- Regularly inform stakeholders of our corporate responsibility performance.

## Community Involvement

Ovintiv will:

- Strive to be a good neighbour by contributing to the well-being of the communities where we live and operate, recognizing their differing priorities and needs.
- Encourage and support employee volunteer activities and participation in charitable giving which includes an employee volunteer program, a matching gifts program and an annual giving campaign.
- Ensure information about our community investment program is readily accessible to potential applicants and that requests for donations receive timely consideration.
- Align our investments with our business strategy and seek to provide mutually beneficial relationships with community and non-governmental organizations.

Ovintiv is committed to implementing this Corporate Responsibility Policy by the active participation of our employees, contractors and directors and through the integration of the principles outlined in this Policy into our day to day operations and decision-making processes.

*\*Terms bolded and italicized in a policy or practice are defined in the Policies & Practices Glossary and such definitions are incorporated by reference into such policy or practice to the extent used therein.*