

Adopted: December 10, 2019

Amended: January 1, 2025

Sponsor: Legal Department



HUMAN RIGHTS POLICY

SCOPE

This Policy applies to all Berry Petroleum Company, LLC) (“we”, “our” or the “**Company**”) employees, controlled affiliates and locations as well as their contractors, suppliers and business partners.

POLICY

Employees of the Company and its subsidiaries are expected to be ethical, respectful and strong community partners – forming positive relationships wherever we do business. This policy underscores our commitment to value and respect human rights across our operations and to conduct business in a way that avoids child labor or forced labor, independent of what governments may or may not require. We recognize our responsibility to identify, prevent, and mitigate adverse human rights impacts within our operations and value chain. We are committed to upholding internationally recognized human rights, including the principles outlined in the United Nations Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

We will:

- Conduct periodic human rights assessments;
- Make efforts to avoid causing or contributing to human rights violations;
- Mitigate and/or remediate adverse human rights impacts of our operations where possible; and
- Prohibit the use of child labor or forced labor in company operations;

REPORTING

If an employee, business partner, supplier, customer or other stakeholder witnesses or learns of any incident that may involve a violation of this policy, they can report their concern, anonymously if desired, via the Company’s Ethics Point Hotline, available 24 hours a day, seven days a week:

www.berrypetroleum.ethicspoint.com

1-844-836-0245

Every report made to the Ethics Point Hotline is investigated. We do not tolerate retaliation against individuals who report concerns in good faith.

In addition to the Ethics Point Hotline, Company employees may report a concern to their immediate supervisor; the next level of management above their supervisor; the Legal Department; the Human Resources Department; or to any executive vice president.

VERIFICATION

We will conduct periodic human rights assessments; review alleged violations; and review the processes and systems used to identify and investigate alleged violations.

Respect for human rights is essential to the sustainability of a business. Business plays a fundamental role in tackling human rights challenges, in collaboration with government where possible.