



## **DEVON ENERGY CORPORATION STATEMENT ON HUMAN RIGHTS**

Devon operates its business in a manner that is consistent with human rights expectations, including the philosophy expressed in the Universal Declaration of Human Rights. Devon strongly endorses that recognition of the inherent dignity of all members of the human family is the foundation of freedom, justice and peace, which is a fundamental principle of the Universal Declaration of Human Rights. Our core values embrace both social progress and economic growth, consistent with the United Nations Guiding Principles on Business and Human Rights. We are also guided by the principles articulated in the International Labor Organization's Declaration of Fundamental Principles and Rights at Work, including the prohibition on child labor, forced labor and discrimination in the workplace.

Devon incorporates human rights considerations in all relevant business decisions. We are part of the communities in which we operate and actively engage with community members to understand the environmental and human rights impacts of our operations. When assessing and addressing the impacts of our operations, we will consult with those who may be affected, including indigenous peoples, where this is possible and appropriate. Our Canadian operations participate in community engagement programs to foster relationships with aboriginal groups pursuant to our Aboriginal Relations Policy. Additionally, Devon is committed to supporting and strengthening vibrant, safe and educated communities in areas where it operates. Through our Corporate Giving Policy, we focus our resources where we can have the greatest impact and on programs that align with our values and business goals, including community development, education, arts and culture, social services, environment and conservation. Working to improve the overall quality of life in the communities where we do business makes us a stronger community.

One of the ways in which Devon implements its human rights commitment is through our [Codes of Business Conduct and Ethics in both the United States](#) and [Canada](#) (together, our "Code"), which provide guidance on human rights issues such as non-discrimination, anti-harassment and equal employment opportunities. Devon requires all employees to complete periodic training sessions on various aspects of our Code through an annual certification process. As appropriate, we engage with and incorporate stakeholder input on our plans and activities. We continuously evaluate ways to enhance awareness of human rights issues and engage with our key stakeholders to continue to improve our approach.

Devon expects that its vendors and suppliers adopt and adhere to human rights standards. In order to become an approved supplier of Devon, each contractor must comply with our comprehensive [Supplier Qualification Requirements](#) to ensure that our business associates uphold human rights values. Pursuant to our standard supplier agreement, Devon's suppliers are obligated to comply with applicable laws and regulations, including human rights standards, and we reserve the right to audit our vendors' performance in this area. Of our top ten vendors, all have robust human rights programs in place. Our [24-hour Ethics & Compliance Helpline](#) is available to report concerns regarding potential violations of our Code, including any adverse human rights impacts. Should any risks be identified, Devon will investigate, address and respond to such concerns. Violations of our human rights standards are serious offenses that may result in termination, penalties or other legal remedies. We are committed to remaining proactive in our ability to address adverse human rights impacts that may arise.