

Oasis Petroleum Policy Statement on Social and Human Rights

Oasis Petroleum is committed to human rights in the workplace and in the communities in which we operate. We operate our business in a manner that is consistent with human rights expectations, including the philosophy expressed in the United Nations' Universal Declaration of Human Rights and the principles articulated in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Our own core company values also inform how Oasis Petroleum address human rights. First, we ***Do the Right Thing***. We strive to maintain a culture of integrity, adhering to high moral principles and professional standards, which means that we take responsibility for our actions, follow through on our commitments, and treat all people with dignity and respect.

Furthermore, we believe that ***We All Succeed Together***. We recognize that we are successful because of the collective efforts of our employees. We appreciate the value of diversity of background, opinion and social style, and we look for employees with the interpersonal skills to work collaboratively. We encourage the initiative of every employee, provide equal opportunity for development to all employees, and strive to be better each day, both as a company and individuals.

Specifically, Oasis Petroleum recognizes its responsibility with regards to:

- Workforce diversity and inclusion
- Workplace health and safety
- A workplace free from harassment or any form of discrimination
- Accessibility for persons with disabilities
- Freedom of association
- The prohibition of forced and child labor
- Complying with all laws regarding hours and wages
- Employee privacy

One of the ways in which Oasis Petroleum implements its human rights commitment is through our Code of Business Conduct and Ethics (our "Code of Conduct"), which provide guidance on human rights issues such as non-discrimination, anti-harassment, equal employment opportunities, freedom of association, and health and safety. Oasis Petroleum values the diversity of its employees and is committed to providing equal employment opportunities to all employees and job applicants regardless of race, color, gender, religion, age, national origin, citizenship status, military service or reserve or veteran status, sexual orientation, or disability.

Oasis also is committed to providing management training on related topics, which have included: disability awareness, inclusion and reasonable accommodations in the workplace; navigating emerging challenges of value differences between generations; and promoting respect in the workplace.

Community Engagement and Social Development

We recognize that our operations can create a significant economic and social impact within the communities in which we operate, and we respect the rights and cultural values of these communities. Oasis Petroleum's goal is to ensure that our organization imparts positive impact back to the communities in which we work and live, and we believe that proactive stakeholder consultation is beneficial to both the company and the community.

We strive to create goodwill by conducting appropriate due diligence and by regularly engaging with government agencies and other companies with which we do business in order to build strong partnerships. We take pride in building strong, lasting relationships with our surface and royalty owners, and we aim to work closely with them and are committed to providing ongoing engagement opportunities. We also contribute our financial resources, time and talent to charities and local communities and programs.

Application and Reporting

This Policy applies to all Oasis Petroleum employees, those doing business with or for Oasis Petroleum, and others who may act on behalf of Oasis Petroleum. It applies to all Oasis Petroleum locations and other locations where Oasis Petroleum business is conducted.

We also expect contractors and companies with which we do business to respect our commitments in this Policy, our Code of Conduct, Health, Safety and Environmental and related policies. Employees of Oasis Petroleum are required to report violations of our Code of Conduct to the Company's Compliance Officer.

The responsibility for ensuring compliance to this policy is assigned to all employees. Employees are encouraged to raise any issues with their supervisor, our human resources or legal departments, or to report to our 24-hour helpline found at 1-866-839-1233 or <https://oasispetroleum.alertline.com>.

In the event that there is a violation of this policy, Oasis Petroleum is committed to implementing a formal grievance mechanism and to taking action necessary to correct negative impact. We will monitor and report on human rights impacts and use that information to inform ongoing human rights risk assessments.

We believe that this policy is aligned with Oasis Petroleum's culture and core values and that its implementation furthers our commitment to ***Do the Right Thing***.

Signed by CEO