



Human Rights Policy

Scope

At Vista, we acknowledge the importance of maintaining and promoting the fundamental human rights in all our operations, and we extend this commitment to the third parties who work with us. Our Vista Way, our Code of Ethics and Conduct, as well as other policies and the business strategies we carry out, as a whole, respect the principles expressed in the United Nations' Universal Declaration of Human Rights and the International Labour Organization's Fundamental Principles.

We adhere to the Guiding Principles of the United Nations Global Compact and its Sustainable Development Goals. Our Code of Ethics and Conduct, our policies and procedures in this regard, and all regulations governing the operations of our company, are aligned with such Principles and Goals.

Guiding Principles

We follow the Voluntary Principles on Security and Human Rights¹, the International Bill of Human Rights², and the IPIECA Human rights due diligence guidance for the oil and gas industry (second edition)³.

Internal References

As set forth in our Code of Ethics and Conduct, we promote diversity, equity and inclusion, a workplace free from any kind of harassment, and/or any other offensive or disrespectful behavior towards people who are part of Vista.

Our Commitment

We are committed to protecting the health and safety of all persons whose work is related to Vista's operations, including contractors, subcontractors and other related third parties. We maintain a zero-tolerance policy regarding workplace violence. We do not tolerate work under the influence of drugs or alcohol, we forbid any form of discrimination in hiring and employment practices, and we prohibit any use or hiring that might lead, directly or indirectly, to modern slavery, human trafficking, child labor, or any form of forced labor. We comply with the laws, rules, and regulations of the countries where we operate.

Every year, we address community impacts, manage value chain and establish fair employment practices, including workplace health, employment conditions, nondiscrimination, freedom of association and/or physical and psychological well-being.

We protect the rights of people from all real and potential impacts, in all our activities and operations. We comply with the laws, rules and regulations of the countries where we operate.

¹ https://www.voluntaryprinciples.org/wp-content/uploads/2021/11/The-Voluntary-Principles_English.pdf

² <https://www.un.org/es/about-us/universal-declaration-of-human-rights>

³ <https://www.ipieca.org/resources/good-practice/human-rights-due-diligence-guidance/>

Specific Issues

In supporting Human Rights, our focus is on the communities and people working with Vista across the entire value chain.

Employees and third parties working in our operations

Our Code of Ethics and Conduct summarizes our commitment to business ethics and human rights, in particular with respect to:

- establishing salaries, benefits and other fair and equitable labor conditions under the laws governing our company;
- acknowledging the right to freedom of association of employees;
- providing safe labor conditions;
- promoting the health and welfare of all personnel that work in relation to our operations;
- prohibiting the employment of under-age people; and
- promoting a workplace free of discrimination and harassment.

Value Chain

We encourage our suppliers, contractors, partners and clients to act in a socially responsible and ethical manner. Our suppliers are selected and contracted after expressing their adherence in writing to our Code of Ethics and Conduct. Suppliers must comply with the laws, rules and regulations of the countries where they operate.

Local Communities

We respect the rights of local communities and their environment, and we work with our customers and suppliers to create shared values and to align roles and responsibilities with respect to human rights issues. We are committed to:

- making our best effort to minimize social risks and impacts;
- fostering economic development for communities;
- ensuring that their concerns are considered seriously.

Claims

For inquiries or complaints regarding issues described in this policy, please submit a request through the whistleblower channels described in our Code of Ethics and Conduct.



Miguel Gallicchio
Chief Executive Officer
Vista Oil & Gas S.A.B. de C.V.

Revision no. 1
Approval date: 12/10/2021
POLICY PY-VIS-0008-AR