

Human Rights Policy

California Resources Corporation (“**CRC**”) is committed to conducting business in a manner that respects human rights, while it carries on a tradition of producing ample, safe, secure and reliable energy in California. At CRC, our values of Character, Responsibility and Commitment drive everything we do. We recognize an obligation to promote respect for people and protect fundamental freedoms and rights within CRC’s sphere of influence.

At CRC, respect for human rights is foundational to how we operate. All of our operations, properties, facilities and investments are located in the United States and all of our production of oil, natural gas, natural gas liquids and electricity comes from United States. Nonetheless, we recognize the importance of internationally recognized human rights philosophies such as those set forth in the United Nations (“**UN**”) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and the conventions of the International Labor Organization (“**ILO**”) noted herein. This Human Rights Policy (this “**Policy**”) applies to all employees, contractors, and any others with whom CRC deals. This Policy is managed by CRC’s Senior Vice President of People Operations, with oversight from the Sustainability Committee of CRC’s Board of Directors, and all employees of CRC have responsibility for understanding and ensuring compliance with this Policy in CRC’s business. As set forth in the Charter of the Sustainability Committee, CRC is committed to the importance of proactive and transparent engagement with neighbors, regulators, and other relevant stakeholders to serve as an active and supportive community partner. As part of this engagement, we seek to understand and be responsive to feedback from those communities in which we operate, including through the help desks on our website at <https://www.crc.com/about-crc/contact-us/>.

This Policy supplements—and does not supersede—commitments and requirements in other policies and contracts.

I. Prohibition of Discrimination, Harassment and Retaliation

CRC believes that promoting respect for people and fostering respect for human rights requires promoting the fundamental right of employees to be employed without illegal discrimination, harassment, or retaliation of any kind, including on the basis of national origin, citizenship, age, disability, marital status, sexual orientation, gender identity or expression, disability, race, color, sex, gender, ancestry, veteran status, or any other characteristics protected by applicable law. CRC believes that every person should be treated fairly, with dignity and respect. CRC endeavors to create a workplace that values and respects people from all backgrounds, and is committed to promoting equal opportunity for all. We expect our team members and business partners to exhibit respect for fundamental human rights and human dignity and respect for the equal rights of men and women.

By our status as an equal opportunity employer and through our non-discrimination policies included in our Business Ethics and Corporate Policies and Employee Handbook, we demonstrate this commitment. This commitment extends to prohibiting unlawful harassment, discrimination and retaliation in the workplace by any party, whether employee, contractor, or visitor.

II. Prohibition of Child Labor, Forced Labor, and Human Trafficking

CRC condemns all forms of exploitation of children, opposes the use of child labor, and supports the elimination of all forms of child labor. As used in this Policy, the term “child” is consistent

with ILO Convention 138 on Minimum Age and ILO Convention 182: Worst Forms of Child Labor. We do not tolerate child labor within our operations in accordance with applicable law, and expect any entity doing business with us not to utilize child labor in accordance with applicable law.

CRC condemns and opposes the use of forced or compulsory labor and human trafficking, and supports the elimination of all forms of all forced, bonded, or compulsory labor and trafficking, although we believe there is no appreciable risk of slavery or human trafficking, given that we operate exclusively in California. As used in this Policy, “forced labor” means and includes labor as defined by ILO Convention 29 on Forced Labor, and ILO Convention 105 on Abolition of Forced Labor.

We ensure that all personnel have proper legal authorization to work for CRC and are otherwise committed to upholding all applicable laws concerning forced or compulsory labor and human trafficking. CRC also expects other entities with which it deals to uphold these laws.

Freedom of Association, Employee Compensation and Privacy

CRC supports the freedom of association. We recognize and respect our employees’ legal right to join organizations for the purpose of engaging in collective bargaining. CRC’s commitment is to complying with all applicable laws and regulations regarding the freedom of association.

CRC’s commitment is to pay our employees at competitive, performance-based rates that meet or exceed the minimum wages and overtime rates required by law. CRC is also committed to complying with laws relating to employee privacy.

Health and Safety

CRC is steadfast in its prioritization of the health and safety of our workforce, their families, and the communities where we live and work. CRC embraces a responsibility to provide and maintain a safe, healthy and sanitary work environment, including clean water and hygiene, whenever a workplace is under CRC’s control.

To this end, a top priority for CRC is to comply with all applicable workplace health and safety requirements. CRC works actively to enhance protocols in our operations, provide trainings to our workforce as safety leaders, and support employees with safe work practices, technology and rigorous maintenance. Importantly, CRC empowers and expects all employees and contractors with Stop Work Authority to cease any activity—without repercussions—to prevent a safety incident.

Supply Chain Compliance

We expect our suppliers and contractors, including any private security forces, to respect and share our commitment to ethical business conduct, including sound labor and human rights practices, and health and safety. CRC is dedicated to building relationships with third parties who share our commitment to the preservation of human rights.

CRC’s standard supplier contracts require suppliers and vendors to comply with and perform to our (i) high standards around health, safety and the environment, (ii) other standard commercial terms, (iii) drug, alcohol and controlled substance requirements, (iv) business ethics and corporate policies, (v) surveillance technology guidelines, (vi) business insurance requirements, (vii) expectation to

adhere to all applicable federal, state and local labor laws and regulations, including those that relate to employees' right to freely associate, (viii) requirement to work fairly with customers, suppliers, competitors, and other commercial counterparties, (ix) equal opportunity employment commitment, (x) conducive workplace standards, and (xi) antitrust requirements.

Indigenous Peoples

CRC seeks to ensure that all operations on any indigenous reservations or other lands on which indigenous peoples and communities have a current, consistent right of use under a treaty are completed in compliance with applicable law, and are informed by applicable principles set out in the UN Declaration on the Rights of Indigenous Peoples and ILO Convention 169 on Indigenous Peoples.

Grievance Mechanisms, Reporting and Implementation

CRC expects and actively promotes ethical behavior. If any director, officer, employee, or other party witnesses or learns of any incident that may involve a violation of this Policy, they should report their concern or grievance to their manager, the Compliance Officer, a member of the Compliance Committee, our legal counsel, People Operations, a director, our 24/7/365 anonymous hotline at (844) 339-6268, or on ethicspoint.com. Information will always be available on CRC's intranet to contact legal counsel or the Compliance Officer. Ethicspoint is an independent third-party operated reporting system that manages the reporting system and offers an anonymous reporting option if reporters choose not to make their identity known. In the event of a violation of this Policy, CRC is committed to reviewing the reported incident or incidents in a prompt and professional manner and pursuing appropriate remedial or corrective actions to address such incident or incidents.

In order to cultivate a culture of open and honest communication, CRC prohibits retaliation for providing truthful information related to ethical concerns or making good faith reports of possible violations.