

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 the company’s sphere of influence.

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. 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 legally protected characteristic. 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 diverse backgrounds, and the company is committed to promoting equal opportunity for all.

By our status as an equal opportunity employer and our non-discrimination policies included in our Business Ethics and Corporate Policies and Employee Handbook, we demonstrate this commitment. This commitment extends to prohibit 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.

III. 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.

IV. 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 safety and health requirements. The company 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, the company empowers and expects all employees and contractors with Stop Work Authority to cease any activity—without repercussions—to prevent a safety incident.

V. Supply Chain Compliance

We expect our suppliers and contractors to 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.

VI. Grievance Mechanisms, Reporting and Implementation

The Company 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 is contractually bound to ensure that reports are kept confidential unless reporters choose 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.