



15 W. 6<sup>th</sup> Street, Suite 900 ■ Tulsa, Oklahoma 74119  
Phone: (918) 513-4570 ■ Fax: (918) 513-4571

**Human Rights, Security and Rights of Indigenous Peoples:**

Laredo's operations are all within the boundaries of the United States where laws establishing rights and protections for all people are well established. The Company follows all applicable national and local regulations as they pertain to the fundamental rights of all stakeholders of the Company.

Laredo's commitment to human rights aligns with the principles of the United Nations' Universal Declaration of Human Rights, the United Nations' Guiding Principles on Business and Human Rights and the *International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work*.

Laredo prohibits the use of human trafficking, child labor and forced labor.

Laredo does not currently operate on or adjacent to any lands under the governance of Indigenous Peoples. Should we do so, we would follow all applicable laws and work to engage with those populations to ensure business practices that are respectful of their sovereignty, security and indigenous rights through community consultations.

**Environmental and Biodiversity:**

Laredo recognizes its responsibilities as a steward of the land on which it operates. Maintaining the trust of the land owners with which we have established business relationships and respecting the land that has, many times, been in their families for generations is important to us. We comply with all regulatory requirements addressing environmental and biodiversity regulations, reach out to our leaseholders to determine their wishes for their land and strive to minimize our environmental footprint.

Laredo encourages its suppliers and vendors to maintain the same commitment to environmental and biodiversity stewardship. Laredo does not currently operate on or adjacent to any lands with high biodiversity value. Should we do so, we would reference external frameworks or guidelines to evaluate projects.