



WHISTLEBLOWER POLICY

1. Purpose

In order to deter malpractice or wrongdoing in the workplace, Rampart Oil Inc. (“Rampart”) and Resourceful Petroleum Canada Limited (“RPCL”) are committed to investigate vigorously any reported complaints or concerns. An employee and non-employees such as contractors, vendors, suppliers or associates of the companies can report concerns that are inconsistent with company values, are illegal, or if anyone is neglecting their responsibilities.

2. Reporting of suspected wrongdoing or questionable activities

The Whistleblower Hotline allows for the confidential and anonymous submission of complaints or concerns regarding suspected accounting or auditing irregularities or unethical behaviour impacting Resourceful Petroleum Canada Limited or Rampart Oil Inc., including, without limitation, breaches of either Company’s Code of Conduct (including violations relating to harassment or workplace violence), criminal activity, actions that endanger health or safety or that are likely to cause environmental damage, and such actions deemed to be undertaken to conceal the foregoing.

Examples of such events or activities we would expect to be reported, are as follows:

- actions that endanger health and safety or that may cause environment damage;
- a criminal offence, such as fraud or the deliberate error in the preparation, evaluation, review or audit of any of the Company’s financial statements
- Failure to comply with legal or regulatory obligations;
- Covering up or concealing wrongdoing; and
- Professional misconduct

3. No Retaliation and protection for Whistleblowers:

No individual or entity who, in good faith, reports a complaint or concern shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a complaint or concern in good faith is subject to discipline up to and including termination of employment. In addition no adverse action will be taken for the participation in an investigation, hearing, court proceeding or other administrative inquiry in connection with the report of wrongdoing.

Handling of Complaint or Concern:

The Complainant should submit their complaint or concern to the Whistleblower and Compliance Hotline, by telephone: 1-800-661-9675 or web link: resourcefulpetroleum.confidenceline.com



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Treatment Complaint or Concern Submissions:

Complaints or concerns will be reviewed as soon as possible by the Executive Committee, with the assistance and direction of whomever the Committee thinks appropriate. Thereafter appropriate corrective action will be taken where required.

Acting in Good Faith:

Anyone filing a complaint or concern must be acting in good faith and have reasonable grounds before reporting such complaint or concern.

Confidentiality:

Complaints or concerns may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reporting of complaints or concerns will be kept confidential to the extent practicable, consistent with the need to conduct an adequate investigation.