

Equal Employment Opportunity Policy

01 Scope and Purpose

Continental Resources, Inc. (CLR) is an equal opportunity employer. CLR maintains policies to: (1) prohibit discrimination and provide equal opportunity and access for all persons in all phases of the employment process; (2) prohibit harassment of any type; (3) provide reasonable accommodations to qualified individuals with known disabilities; and (4) prohibit and protect against retaliation for reporting misconduct and engaging in protected activities. This Policy should be read and followed in conjunction with other CLR policies.

02 Responsibilities

This Policy applies to all CLR Employees, who are referred to collectively below as **Employees** and each individually as an **Employee**. In this Policy, **CLR** refers to Continental Resources, Inc. and all of its subsidiaries and affiliates. All Employees are responsible for reading, understanding, and adhering to this Policy in conjunction with other Company policies.

The Company has appointed and supports an Equal Employment Opportunity (EEO) Representative, whose identity and contact information is available through this [link](#). CLR's EEO Representative has been assigned responsibility for implementing CLR's affirmative action program and assisting with ensuring all employees and applicants receive the equal employment opportunities and protections documented in this Policy and as provided by law.

03 Definitions and Descriptions

None.

04 Policy

04.01 Non-Discrimination Policy

It is CLR's policy to prohibit discrimination and provide equal opportunity and access for all persons, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status, in all phases of the employment process and in compliance with applicable local, state or federal law and regulations. This policy of non-discrimination and equal employment opportunity shall include, but is not limited to, the following employment decisions and practices: hiring; promotions; demotions or transfers; layoffs; recalls; terminations; rates of pay or other forms of compensation; selection for training; and recruitment or recruitment advertising.

CLR will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by CLR, or (c) consistent with the contractor's legal duty to furnish information.

Employees and applicants of CLR will not be subjected to any form of harassment or discrimination for exercising rights protected by, or because of their participation in an investigation or compliance review related to, the Americans With Disabilities Act, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state non-discrimination law, rule, or regulation. Such rights include protection against discrimination on the basis of a person's relationship or association with a protected veteran.

Continental Resources will continue to direct management personnel to take such action as may be required to prevent behavior prohibited by this policy. Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated.

The Company will promptly and thoroughly investigate every issue brought to its attention in this area and will take appropriate disciplinary action for violations of this policy or retaliation, up to and including termination of employment. Retaliation against anyone who complains of or witnesses behavior contrary to this policy is also prohibited.

If you believe you have been discriminated against in any manner as described above, have witnessed what you believe to be discrimination, or believe you have been retaliated against due to making a complaint, reporting what you have witnessed, or cooperating with an investigation, then you should notify the company through any of the methods set forth in Section 04.05 below concerning CLR's Reporting and Non-Retaliation Policy.

04.02 Anti-Harassment Policy

It is CLR's policy to afford its employees with a hospitable, cooperative, and non-coercive environment in which to work. The Company prohibits harassment on the basis of sex, race, religion, disability, age, gender, sexual orientation, gender identity, national origin, genetic information, or any other basis protected by federal, state, or local law. This policy prohibits harassment directed at any applicant, employee, customer, or vendor. Anyone who engages in such harassment will be subject to appropriate discipline, up to and including discharge.

Sexual harassment, whether committed by managers or non-management personnel, or whether it is opposite sex or same sex, includes, but is not limited to:

- a) Intentional physical conduct sexual in nature, such as touching, pinching, patting, grabbing, brushing against another employee's body or poking another employee's body, or physical assaults of a sexual nature, such as rape, sexual battery, molestation or attempts to commit such assaults.
- b) Unwelcome sexual advances, propositions or other sexual comments, such as sexually oriented gestures, noises, remarks, jokes, or comments about a person's sexuality or sexual experience.
- c) Preferential treatment or promises of preferential treatment to an employee for submitting to sexual conduct, including soliciting or attempting to solicit any employee to engage in sexual activity for compensation or reward.
- d) Subjecting, or threats of subjecting, an employee to unwelcome sexual attention or conduct or intentionally making performance of the employee's job more difficult because of that employee's sex.
- e) Retaliation for sexual harassment complaints.

Examples of inappropriate behavior include, but are not limited to:

- a) Sexual flirtations, touching, advances, or propositions
- b) Verbal abuse of a sexual nature
- c) Graphic or suggestive comments about an individual's dress or body
- d) Sexually degrading words to describe an individual's dress or body
- e) Display of sexually suggestive objects, cartoons or pictures, including nude photographs
- f) Emails, text messages, or comments on social media internet sites that contain any of the items set forth above.

Where (1) submission by an applicant/employee to unwelcome advances, request for favors or other verbal or physical conduct of a sexual nature are sought to be made a term or condition of that applicant's/employee's employment; or (2) an applicant's/employee's agreement or refusal to submit to such conduct is used as a basis for an employment decision affecting the applicant/employee; or (3) such conduct interferes with work performance or creates an intimidating, hostile or offensive working environment, then the conduct is clearly contrary to our policy.

Reports of such conduct should be made to the company through any of the methods set forth in Section 04.05 below concerning CLR's Reporting and Non-Retaliation Policy.

04.03 Reasonable Accommodation

CLR will make reasonable accommodations for any individual with a known disability and who is otherwise qualified to perform the essential functions of his or her job, unless doing so would result in an undue hardship, safety, and/or health risk. Further, any employee whose religious beliefs or practices conflict with his or her job schedule, with the Company's policy or practice on dress and appearance, or with other aspects of employment, and who seek a religious accommodation, must notify the Company of the conflict and the employee's proposed accommodation. CLR respects the religious beliefs and practices of all its employees, and will make every attempt to provide reasonable accommodation for such beliefs and practices.

If you have any questions or concerns about the need for or availability of a reasonable accommodation because of a protected disability or religious belief, please contact the company's [EEO Representative](#) during normal business hours. Each request for a reasonable accommodation because of a protected disability or religious belief will be evaluated on a case-by-case basis.

No employee will be retaliated against because he or she requests a reasonable accommodation due to a religious belief or because of a protected disability. If you believe you have been retaliated against because of a request for accommodation, or you have witnessed what you believe to be retaliation due to a request for accommodation, then you should notify the company through any of the methods set forth in Section 04.05 below concerning CLR's Reporting and Non-Retaliation Policy.

04.04 Affirmative Action Programs

CLR maintains affirmative action programs to implement our equal employment opportunity policy for individuals with disabilities and protected veterans. Employees or applicants who wish to review the full narrative portion of the company's affirmative action program for individuals with disabilities or protected veterans may schedule an appointment to do so by contacting the company's [EEO Representative](#) during normal business hours.

04.05 Reporting and No Retaliation Policy

04.05.01 Reporting Discrimination, Harassment, or other Potential Violations

Reports of discrimination, harassment or other violations of CLR's equal employment opportunity policies should be made as soon as possible after the incident occurs, preferably within forty-eight (48) hours, so the Company may address the situation in a proper and timely manner.

- **To whom do I report my concerns or complaints?** Employees and job applicants may report their complaints or concerns to:
 - Any member of the Human Resources Department;
 - The General Counsel; or
 - Any member of the Audit Committee of CLR's Board of Directors.

Employees may also report their complaints or concerns to their supervisor or higher levels of management. All supervisors, HR Representatives and higher levels of management are required to notify the General Counsel of any complaint of discrimination, harassment or retaliation. If a Complaint involves the General Counsel, the matter should be reported directly to any member of the Audit Committee. Contact details for the General Counsel and each member of the Company's Audit Committee may be found at: <http://clrnet/Aboutus/SitePages/Home.aspx>.

- **How may I report my concerns or complaints?** Complaints may be delivered in person, by e-mail, by internal mail, by U.S. mail, by telephone or voice mail, through CLR's website, or through the Ethics Hotline, as discussed below. Employees and job applicants may use any of these methods to submit Complaints confidentially to the persons listed above.
- **What should I include in my report?** The report of any Complaint should be factual rather than speculative or conclusory. The Complaint should contain as much specific information as possible to allow for proper assessment and investigation. A Complaint describing an alleged violation or concern should be candid and set forth all of the information the complainant knows regarding the allegation or concern. In addition, all Complaints should contain sufficient corroborating information to support the commencement of an investigation.
- **Do I have to disclose my identity?** No, but we encourage you to do so. The Company encourages individuals to identify themselves when making Complaints, because appropriate follow-up and investigation may not be possible if the source of the Complaint is unknown. Anyone who submits a Complaint in good faith should have no fear of dismissal or retaliation of any kind. However, anonymous Complaints will be considered under these procedures and every effort will be made to determine if the Complaint is credible.
- **If I want to remain anonymous, what should I do?** Complaints may be submitted anonymously by internal or regular mail or through the Ethics Hotline as discussed below. The Company cannot guarantee Complaints made orally, whether by telephone or voice mail, other than those made through the Ethics Hotline, will remain anonymous because the recipient of the complaint may recognize a complainant's voice or phone number.

The Ethics Hotline may be used for confidential or anonymous communications regarding Complaints.

METHODS OF REPORTING USING THE ETHICS HOTLINE

Phone: 1-844-830-0002
Internet: www.lighthouse-services.com/clr
Email: reports@lighthouse-services.com
Facsimile: 215-689-3885

Employees may obtain further detailed instructions regarding how to use the Ethics Hotline in CLR’s [Whistleblower Policies and Procedures and Ethics Hotline](#).

04.05.02 How CLR Will Respond to Reports of Potential Violations-NO RETALIATION

CLR will promptly and thoroughly investigate all reported potential violations with the highest degree of confidentiality possible under the circumstances. If CLR determines, after investigation, a violation has occurred, then it will take the action it believes is appropriate or required by law. This could include disciplinary action against the individuals involved. It could also result in revising policies or procedures to prevent the occurrence or recurrence of future misconduct and increasing auditing and monitoring procedures to detect any future violation. Disciplinary action will vary depending on the circumstances, but may range from counseling to termination of employment of the individuals involved.

CLR will not engage in or tolerate retaliation against an Employee or applicant who has in good faith reported a potential violation under this Policy or cooperated with an investigation into reported misconduct. However, filing a report the Employee knows to be false or misleading is prohibited and subjects that Employee to appropriate discipline, which could include termination.

05 References

- [Whistleblower Policies and Procedures and Ethics Hotline](#)

06 Review History

Rev. No.	Name(s) and Title(s) of Revisers	High Level Description of Changes	Date	Status
1.0	Eric Eissenstat, General Counsel Brooks Richardson, VP & Deputy General Counsel Belinda Debtor Equal Employment Opportunity Representatives	Extracted existing EEO Policy from Employee Handbook and made minor technical and formatting revisions.	10/28/2020	Pending