

## WHISTLEBLOWER POLICY

### 1. **PURPOSE**

- 1.1. The purpose of this policy is to establish procedures for (a) the receipt, retention and treatment of complaints received by Western Atlas Resources Inc. (the “Company”) regarding financial statement disclosure issues, accounting, internal accounting controls, auditing matters or violations of the Company’s Code of Business Conduct and Ethics; and (b) the submission by employees, officers and directors of the Company, on a confidential and anonymous basis, of concerns regarding questionable financial statement disclosure, accounting, auditing matters or violations to the Company’s Code of Business Conduct and Ethics.
- 1.2. The purpose of this policy is also to state clearly and unequivocally that the Company prohibits discrimination, harassment and/or retaliation against any employee, officer or director who (i) reports complaints regarding financial statement disclosure issues, accounting, internal accounting controls, auditing matters or violations of the Company’s Code of Business Conduct and Ethics; or (ii) provides information or otherwise assists in an investigation or proceeding regarding any conduct which he or she reasonably believes to be a violation of employment or labour laws; securities laws (including the rules and regulations of the British Columbia Securities Commission, the securities regulatory authorities in the other provinces and territories of Canada, the TSX-V, laws regarding fraud or the commission or possible commission of a criminal offence. Everyone at the Company is responsible for ensuring that the workplace is free from all forms of discrimination, harassment and retaliation prohibited by this policy. No employee, officer or director of the Company has the authority to engage in any conduct prohibited by this policy.
- 1.3. This policy protects any employee, officer or director of the Company who legitimately and in good faith:
  - (a) discloses an alleged violation of employment or labour laws, securities laws, laws regarding fraud or the commission or possible commission of a criminal offence, by any person with supervisory authority over the employee, officer or director, or any other person working for the Company who has the authority to investigate, discover or terminate conduct prohibited by this policy;
  - (b) files, causes to be filed, testifies, participates in, or otherwise assists in a proceeding filed under employment or labour laws, securities laws or laws regarding fraud;
  - (c) provides information, causes information to be provided, or otherwise assists in an investigation regarding any conduct which the employee, officer or director reasonably believes constitutes fraud when the information or assistance is provided to or the investigation is conducted by law enforcement, regulatory authorities, a legislature, or the Company; or

- (d) submits any complaint regarding financial statement disclosures, accounting, internal accounting controls, auditing matters or violations of the Company's Code of Business Conduct and Ethics in accordance with the procedures set out above.

1.4. If an employee, officer or director of the Company legitimately and in good faith engages in any of the activities listed above, the Company will not discharge, demote, suspend, threaten, harass or otherwise discriminate or retaliate against him or her in the terms or conditions of employment because of that activity. However, since such allegation of impropriety may result in serious personal repercussions for the target person or entity, the employee, officer or director making the allegation of impropriety should have reasonable and probable grounds before reporting such impropriety and should undertake such reporting in good faith, for the best interests of the Company and not for personal gain or motivation.

## **2. COMPLAINT PROCEDURES**

- 2.1. Any employee, officer or director of the Company who legitimately and in good faith believes that he or she may have been the subject of prohibited discrimination, harassment and/or retaliation or is aware of any conduct which may be prohibited by this policy is strongly encouraged to report immediately the facts forming the basis of that belief or knowledge to the Chairman of the Audit Committee or Corporate Secretary directly. Any employee, officer or director who witnesses any conduct which he or she legitimately and in good faith believes may be prohibited by this policy must immediately contact the Chairman of the Audit Committee and/or Corporate Secretary directly. If an employee, officer or director would like to discuss any matter with the Company's Audit Committee or the Company's Corporate Secretary, he or she should communicate this in the incident reporting and provide a telephone number at which he or she might be contacted if the Audit Committee or the Corporate Secretary, as the case may be, deems it appropriate.
- 2.2. The reporting of the following incidents should be directed to the Chairman of the Company's Audit Committee:
  - (a) accounting and auditing irregularities, including financial statement disclosure issues and internal accounting controls;
  - (b) falsification of Company records;
  - (c) fraud or violations of laws regarding fraud;
  - (d) improper loans to Company executives;
  - (e) insider trading;
  - (f) retaliation against whistleblowers;
  - (g) workplace violence or threats;
  - (h) violations of the Company's Code of Business Conduct and Ethics; and
  - (i) commission or possible commission of criminal offences.
- 2.3. The reporting of the following incidents should be directed to the Company's Corporate Secretary:

- (a) conflicts of interest;
  - (b) breaches of securities laws, other than insider trading and matters related to financial statement disclosure;
  - (c) breaches of environmental laws;
  - (d) breaches of employment or labour laws;
  - (e) discrimination including sexual harassment;
  - (f) fraudulent insurance and benefit claims;
  - (g) kickbacks;
  - (h) release of proprietary information;
  - (i) safety issues and sanitation;
  - (j) substance abuse;
  - (k) wage, salary and hour issues;
  - (l) theft of cash, theft of goods or services; and theft of time.
- 2.4. It is the obligation of all employees, officers and directors to cooperate in any investigation conducted by the Audit Committee or the Corporate Secretary, as the case may be. Those responsible for the investigation will maintain the confidentiality of the allegations of the complaint and the identity of the persons involved, subject to the need to conduct a full and impartial investigation, remedy any violations of the Company's policies, or monitor compliance with or administer the Company's policies.
- 2.5. The investigation generally will include, but will not be limited to, discussions with the complainant (unless the complaint was submitted on an anonymous basis), the party against whom allegations have been made, and witnesses, as appropriate. Where appropriate the Audit Committee and or Corporate Secretary may seek the assistance of outside advisors and or legal counsel in handling the complaint. Where possible the Audit Committee and Corporate Secretary will protect the confidentiality and anonymity of the complainant in such investigation.
- 2.6. In the event that an investigation establishes that an employee, officer or director has engaged in conduct or actions constituting discrimination, harassment and/or retaliation in violation of this policy, the Company will take immediate and appropriate corrective action up to and including termination of an employee's employment.
- 2.7. In the event that the investigation reveals that the complaint was frivolously made or undertaken for improper motives or made in bad faith or without a reasonable and probable basis, that Company will take whatever disciplinary action may be appropriate in the circumstances.
- 2.8. The Audit Committee shall retain as a part of the records of the Audit Committee any such complaints or concerns for a period of no less than seven (7) years. The Corporate Secretary shall retain as a part of his/her records any such complaints or concerns for a period of no less than seven (7) years.

Contact Information:	
Corporate Secretary	<a href="mailto:info@westernar.com">info@westernar.com</a>
Chairman of the Audit Committee	<a href="mailto:info@westernar.com">info@westernar.com</a>