

## VERO ENERGY INC.

### "WHISTLEBLOWER" PROTECTION POLICY

#### Complaint Procedures

1. Our Company is firmly committed to compliance with all applicable securities laws and regulations, accounting standards, accounting controls, audit practices and applicable environmental health and safety laws and regulations.
2. The fair and accurate reporting of all material financial and non-financial facts regarding the Company and its affairs is of paramount importance, and we will not tolerate fraud or misrepresentation of any kind.
3. As part of this effort, we encourage all employees to raise --- *either in person or anonymously* --- concerns they have regarding any suspected violations of these disclosure and other standards by reporting them as outlined below. All of our employees, whether or not serving in a supervisory capacity, are required to report suspected violations.
4. All concerns and complaints regarding possible violation of our disclosure standards should be directed to one or more of the independent board members. Contact information for the independent board members is listed below.
5. You are free to choose whatever form of private communication you think best, and may communicate anonymously if you so choose --- all we ask is that you be clear about your questions or concerns.
6. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.
7. All reports will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

**RETALIATION AGAINST EMPLOYEES WHO RAISE CONCERNS WILL NOT BE TOLERATED BY THE COMPANY, WHETHER SUCH RETALIATION IS BY ANY OFFICER, EMPLOYEE OR AGENT OF THE COMPANY, OR BY ANY CONTRACTOR OR SUBCONTRACTOR OF THE COMPANY.**

<b>Board Member</b>	<b>Chair Position</b>	<b>Phone Number</b>	<b>Email Address</b>
Kenneth Acheson	Audit Committee	(403) 215-1229	ken.acheson@kennington.ca
Clint Broughton	Reserves Committee	(403) 278-6829	Clint.broughton@telus.net
Paul R. Baay	Chairman of the Board	(403) 750-1272	paul.baay@trueenergy.ab.ca
Robert G. Rowley	Compensation Committee	(403) 215-0884	robert.rowley@kennington.ca
Paul C. Allard	Corporate Governance	(780) 990-2020	paul.allard@shawbiz.ca