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## Human Resource Policy

### CONFIDENTIALITY AND Disclosure Controls Policy (“DCP”)

**Effective:** January 01, 2007

**Last Revised Date:** Tuesday, December 12, 2006

**Purpose:** The success of Derek Oil & Gas Corporation (“Derek”) depends to a large extent on the protection of its proprietary and other confidential information (such as information concerning employees, and information that has independent economic value through the maintenance of its confidentiality).

Therefore Derek employees have a common interest and responsibility in seeing that no employees accidentally or intentionally misuse or improperly disclose this information. This Confidentiality and Disclosure Controls Policy (“DCP”) has been prepared to help protect you against such a possibility.

**Scope:** This policy applies to all permanent and temporary employees (both salaried and commissioned) of Derek, its affiliates and subsidiaries, the Derek Board of Directors and to consultants, contractors and others authorized to access company information, hereafter referred to as “Employees”.

“Confidential Information” means all business and trade secrets of Derek and its affiliates (if any); all corporate, financial, economic, legal, technical and other information about Derek and its affiliates that is not generally known to the public; the identity of the clients of Derek and its affiliates; the affairs of the clients of Derek and its affiliates and any information pertaining to such clients; and all other confidential information owned by or in the possession of Derek or its affiliates.

While it is impossible to mention all items of Confidential Information, a partial list includes marketing and advertising plans, lists of clients and prospective clients, specific areas of research and development, project work, product formulation, processing methods, assignments of individual employees, testing and evaluation procedures, cost figures and special techniques or methods of any kind peculiar to Derek or its affiliates, which offer the opportunity for a competitive advantage. More specifically, Derek considers Confidential Information to include any non-public information which could be used for a competitive advantage that the Employee has acquired during any tenure at Derek. This would include without limitation any and all unpublished information and knowledge relating to the clients of Derek and its affiliates, the development, testing, formulation, and marketing of Derek products, as well as any and all methods, procedures and operations relating to the business of Derek and its affiliates.

Confidential Information may consist of verbal information or written material, electronic data or computer programs. It includes information which an employee develops during the course of their employment with Derek and may relate to the past, the present, or the future.

**Guidelines:** All Confidential Information is the sole and exclusive property of Derek Oil & Gas Corporation.

Employees shall not, either during the course or at any time after the course of their employment with Derek, directly or indirectly use or communicate to any person, firm, corporation or third party any Confidential Information without the express written permission and direction of a Designated Spokesperson as defined in the Disclosure Controls Policy (“DCP”).

Upon termination of an Employee’s relationship with Derek, or upon the request of Derek, the Employee shall immediately return all copies of Confidential Information in his or her possession and all originals and copies of any other tangible property of Derek and its affiliates in his or her possession.

**Security against Disclosure of Confidential Information:**

The following guidelines shall be followed to ensure security against disclosure of Confidential Information by the Employees of Derek:

1. A copy of this Confidentiality and Disclosure Controls Policy (“DCP”) is to be enclosed in all new Employee offer packages, along with copies of “Derek’s Policies and Procedures Regarding inside Information” and “Inside Information and Derek’s Policies and Procedures Regarding Insider Information” most recently updated copies.
2. In appropriate circumstances, current Employees will be asked to sign a confidentiality agreement.
3. Departing Employees shall be reminded of their obligations regarding Derek’s Confidential Information. Departing Employees will be required to sign a Release, which contains reference to obligations surrounding Confidential Information.
4. New Employees may be bound to their former employers by the confidentiality obligations imposed by law and/or contract. It is important that these obligations are respected by the employees of Derek and no attempt is made to elicit such confidential information from employees.
5. Physical security of the building must be ensured. Door locks and alarm systems, and windows, window bars and fences (where applicable) should be reviewed, upgraded, repaired and maintained.

6. Visitors must not be allowed free access into or within the Derek office, and offices of its affiliates and subsidiaries. No visitor should be permitted into the Derek office, or offices of its affiliates and subsidiaries, without having been identified and passing through a reception area or other security checkpoint.
7. Confidential Information should be located in a secure office or locked drawer, desk file or vault. Such information should not be removed from the building without secure safeguards.
8. Prospective clients, consultants and others may require information in the course of their dealings with Derek. In appropriate circumstances, a non-disclosure or confidentiality agreement must be obtained. For guidance on what are appropriate circumstances, contact Derek's legal counsel.

#### EMPLOYEE'S ACKNOWLEDGEMENT & AGREEMENT

##### Confidentiality Policy

I hereby certify that I have read, understood and received a copy of Derek's Confidentiality and Non-Disclosure Policy. I fully understand the contents and meaning of this policy and agree to abide by the procedures set forth therein.

I understand that failure to adhere to this policy could result in disciplinary action, suspension and/or possible termination of my employment.

This signed agreement will be placed on my personnel file and Derek Oil & Gas Corporation agrees to provide me with a copy of this signed document.

\_\_\_\_\_  
Signature of Employee

\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Location