

## **Human Rights Policy Statement**

NexTier Oilfield Solutions Inc.'s Human Rights Policy statement sets out the fundamental principles embedded in our business operations and culture to guard against activities that directly or indirectly violate human rights. We seek to uphold these principles throughout our entire organization. Additionally, we expect all stakeholders, including business partners, vendors and suppliers, to be aligned in upholding human rights globally.

Our approach to human rights is guided by:

- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Universal Declaration of Human Rights

Our Nominating and Corporate Governance Committee of our Board of Directors is responsible for reviewing and overseeing Corporate Responsibility policies and programs. NexTier's ESG Steering Committee oversees the implementation of these policies and coordinates our efforts to identify, address, train and report on human rights and foster a dialogue on these issues.

This policy statement codifies our commitment to supporting and promoting human rights that benefit all our stakeholders, including our customers, employees, shareholders, investors, and the communities in which we live and operate. Our commitment is guided by the following principles:

### **Ethical Business Conduct**

As detailed in our Code of Business Conduct and Ethics, we're committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business on behalf of NexTier to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

### **Employee Rights, Fair Labor Practices and Freedom of Association**

We believe all our employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We compensate our employees competitively with fair wages and operate in compliance with applicable wage, work hours, overtime and benefits laws. We respect the principles of freedom of association and collective bargaining.

### **Diversity and Inclusion**

We support and encourage diversity and inclusion within our business and the organizations with which we do business by seeking to foster workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We support the protection of women's rights and minority rights. We're committed to providing equal opportunities for all employees, eliminating discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation.

## **Safe and Healthy Workplace**

Our goal is to provide and maintain a safe, healthy and productive workplace for our employees that complies with all applicable laws, regulations and internal policies. We are committed to maintaining a workplace that is free from violence, harassment, or other unsafe conditions. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity. For more information on NexTier's health and safety initiatives, please review our Corporate Sustainability Report.

## **Forced Labor and Human Trafficking**

We're committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking.

## **Child Labor**

We do not engage in or condone the unlawful employment or exploitation of children.

## **Reporting Concerns**

NexTier offers a global third party, independent "hotline" service that is available 7 days a week, 24 hours a day. Concerns may be handled anonymously and submitted over the phone at 1-800-461-9330, by SMS text at 1-432-287-7825 or [online](#).

This service supports not only employee questions and concerns about any improper activity, but also provides a method for persons outside the company to inform us if they suspect or encounter any violations of our Code of Business Conduct and Ethics or the law by our employees, or any other activities which otherwise may amount to unethical or improper conduct.

## **Partner & Vendor Expectations**

Our expectations for high standards of business conduct, integrity and adherence to the law extend beyond our employees and include our contractors and vendors. Because of this, we ask and expect our vendors to adhere to our Code of Business Conduct and Ethics while conducting business with and /or on behalf of NexTier. Our suppliers must be committed to safe, lawful and ethical business practices to protect the welfare of those with whom we conduct business and those who are affected by our businesses.

Our Human Rights Policy extends to all company operations regardless of geographic location. Furthermore, NexTier expects all partners, suppliers, and vendors to share the fundamental values laid out in our Human Rights Policy, and we expect them to uphold similar values.