

Supplier Code of Conduct

NexTier is committed to conducting our business with the highest degree of integrity and in full compliance with applicable laws and regulations. This commitment extends to how we do business with our suppliers, and we expect all of our suppliers to share and embrace the letter and spirit of NexTier's commitment to integrity.

We expect all of our suppliers to adhere to this Supplier Code of Conduct and to ensure these requirements are met within their supply chain. NexTier may assess supplier compliance with the Supplier Code of Conduct. Failure to comply with the Supplier Code of Conduct may result in termination as a supplier.

Business Conduct and Ethics

We understand that our suppliers are independent commercial enterprises, but the business practices and actions of a supplier may significantly impact and/or reflect upon our Company, the NexTier brand and our reputation, all of which are invaluable assets. We have worked hard to earn the trust of our stakeholders, and maintaining this trust and the highest reputation for integrity is essential to NexTier's success. Our Corporate Code of Business Conduct and Ethics (also known as the "Code of Conduct") helps us to do this. We expect our vendors to adhere to NexTier's Code of Conduct 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.

Human Rights Protection

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 those values in their own business operations.

Prohibition on Involuntary Labor or Human Trafficking

No supplier should traffic in persons or use any form of slave, forced, bonded, indentured, or involuntary labor.

Prohibition on Child Labor

No supplier should engage in or condone the unlawful employment or exploitation of children.

Occupational Health and Safety

Suppliers shall comply with all applicable health, safety and environmental laws and regulations.

Materials Sourcing and Conflict-Free Supply Chain

We are committed to the responsible sourcing of materials, parts and products from our suppliers to ensure our procurement practices do not contribute to violence and human-rights abuses. We expect our suppliers to share this commitment.

NexTier has adopted a Conflict Minerals Policy, which demonstrates our commitment to a conflict-free supply chain. We have established a Conflict Minerals Compliance Program & Due Diligence Framework to ensure compliance with the Conflict Minerals Policy by all NexTier companies and divisions.

We require the cooperation and support of our suppliers to utilize validated, conflict-free sources of conflict minerals. We expect our suppliers to: 1) source conflict minerals from certified conflict-free smelters (such as those audited through the Electronic Industry Citizenship Coalition and Global e-Sustainability Initiative Conflict Free Smelter program), 2) perform due diligence on the source and chain of custody of any conflict minerals sourced for and supplied to NexTier, and 3) provide evidence of their due-diligence measures to us upon request.

Reporting

We ask our suppliers to help us ensure that the employees of both our companies abide by the NexTier Code of Conduct and act lawfully and ethically in our mutual business dealings. NexTier relies on our business partners and representatives to raise concerns about potentially illegal or otherwise improper business practices or conduct by any employee or other party conducting business for or on behalf of NexTier. We, in turn, pledge to take appropriate action in keeping with our commitment to doing the right thing, and there will be no retaliation for a concern raised in good faith. The Company maintains a confidential, anonymous hotline to report concerns regarding illegal or unethical misconduct, such as violations of the Company's Code. The 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 at www.nextierofs.com/helpline. You may also report concerns to the Office of Ethics and Compliance at 3990 Rogerdale Road, Houston Texas 77042, to the attention of our General Counsel.