

# Human Rights Policy

## **Commitment to Human Rights; Diversity, Inclusion and Respect**

At Patterson-UTI, we believe in the dignity of every individual and that everyone's basic human rights are deserving of respect.

This Human Rights Policy is guided by recognized human rights principles, including some of the principles encompassed by the United Nations Universal Declaration of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights to Work and the United Nations Guiding Principles on Business and Human Rights, and we strive to respect and promote human rights principles.

At Patterson-UTI, our people are our most important asset and our greatest strength. We are committed to their safety, health and well-being and to the protection of the environment in which they work and live.

We believe that a commitment to diversity and inclusion for all is foundational and extends beyond what is required by various federal, state and local laws. We actively foster an inclusive culture where our employees are supported, valued and respected. We are proud of our workforce, where all employees can contribute to the success of the company, drawing upon their unique backgrounds, perspectives and life experiences.

We emphasize our expectation and culture of respectful treatment for all people as part of our recruitment practices, during the onboarding of new hires, and through training of current employees. Maintaining a "Respectful Workplace" is imbedded in our business practices and extends to how we interact with our business partners and the communities where we operate.

## **Compliance with Applicable Laws and Policies**

Patterson-UTI is committed to compliance with all applicable employment, labor, and human rights laws where we operate. Our commitment to a safe and respectful workplace is evidenced by our employment policies and practices, including our [Code of Business Conduct and Ethics](#) and our Equal Employment Opportunity and Anti-Harassment Policy. Our company policies set forth clear standards of behavior, including our prohibition of discrimination, harassment and retaliation, as well as the establishment of a minimum age employment requirement. We do not tolerate harassment or discrimination based on age, race, sex, color, religion, national origin, disability, marital status, covered veteran status, genetic information, gender identity, sexual orientation, or any other characteristic protected under applicable law. Our employees are expected to share Patterson-UTI's commitment to mutual respect for all coworkers, vendors, customers, third parties, and business partners by demonstrating common courtesy, civility and professionalism. In return, each employee should expect to be treated the same way.

### **Child Labor, Forced Labor and Human Trafficking**

Our commitment to human rights includes supporting the elimination of all forms of modern slavery, forced or compulsory labor, child labor, and human trafficking. Our Vendor Guidelines prohibit our suppliers from using modern slavery, forced or compulsory labor, child labor, and human trafficking.

### **Labor, Compensation and Work Hours**

Our aim is to offer fair compensation relative to our industry and local labor markets, and we work to design our compensation programs to be in compliance with applicable wage, work hours, overtime and benefits laws.

### **Community Engagement**

We respect the people in communities where we operate and are receptive to their concerns. Our anonymous SHARP Hotline is available by phone or [internet](#) as a mechanism for community members to report issues, grievances, and concerns to us. Our customers, as leasehold owners, are primarily responsible for addressing community feedback regarding operations on their land, including feedback from any indigenous people. We recognize the benefit of our customers consulting with indigenous communities, applying the principles of informed consent before activities are initiated, and maintaining ongoing dialogue. We participate in community discussions alongside our customers when appropriate.

We seek to hire workers in the communities near where we operate. We also prioritize procurement of services and materials from local suppliers in our areas of operations where practicable. Procurement from local suppliers helps to support local communities and economic development in the communities where we operate.

### **Training Programs**

We invest in our employees through training programs that address the importance of treating others respectfully, key employment policies, the value of diversity and inclusion and how to manage conflict, all of which are important factors in the advancement process. Supervisors and managers are required to complete enhanced training on a consistent basis to ensure that they understand their obligations to promote a work environment where all employees feel valued and respected. All employees also complete training on the Code of Business Conduct and Ethics annually.

## **Procedures for Reporting Concerns**

Our employees are made aware that they are expected to promptly report any workplace concern or violation of the Code of Conduct and Business Ethics so that it can be properly investigated. We provide several avenues through which employees or third-parties may report concerns involving Patterson-UTI or one of its employees. These methods include reporting the concern to a supervisor or manager, to Human Resources or by using our anonymous SHARP Hotline available by phone or internet (managed by a third-party). Information pertaining to the anonymous SHARP Hotline is also available on our [website](#).

Every complaint is treated with appropriate concern so that we may take suitable and measured remedial action as needed. Additionally, in accordance with applicable law, we do not take any action against anyone who raises a concern in good faith.

## **Stakeholder Engagement**

We integrate public comments and official guidance from regulatory and enforcement agencies in formulating our policies, including this human rights policy. We are members of industry groups (such as International Association of Drilling Contractors (IADC)) and attend roundtables where stakeholder issues are discussed and consider peer company best practices. We also take into account employee feedback and suggestions on our policies.

## **Shared Commitment to Human Rights**

Our goal is that our global business partners, including suppliers and vendors, will share our commitment to respecting the human rights and dignity of all individuals. To that end, Patterson-UTI makes efforts to assist third party business partners in understanding our expectations and acting in a way that is consistent with our standards and applicable policies. For example, we make this Human Rights Policy and our Vendor Guidelines available to our third party business partners, we have a [Conflict Minerals Policy](#) that outlines our commitment to responsible sourcing of materials for our products, and where appropriate, we plan to include human rights-related compliance requirements in our contracts with suppliers. We use an objective and impartial process to choose suppliers carefully, and we expect our employees to report any suspicions that a supplier may not be meeting our standards or their obligations. We reserve the right to carry out annual audits with suppliers, evaluating their performance in human rights and other areas.

As set forth above, our commitment to human rights and respect for all advances our goal of maintaining our unique culture while continuing to provide high quality services in all our business relationships with integrity.