



Health, Safety, and Environmental Sustainability Policy Statement

January 2020

Oil States Industries, Inc. (OSI) is committed to business conduct that actively promotes and protects the health, safety, and environment (HSE) of its employees, contractors, business partners, visitors and the communities where we work. Specifically, OSI is committed to the following:

- The setting of global targets for continuous improvement of HSE performance
- Employee participation through Lean 5S teams, safety committees, behavior-based observations, **STOP** work authority and the Hazard Hunter Program
- Global conformance with OSI's HSE management system or an internationally-recognized / certified management system and compliance with all applicable national and state HSE laws and regulations
- A systematic approach to the management of HSE but with local responsibility and accountability for the HSE program

OSI will continuously communicate its HSE commitment to employees, contractors, vendors, and customers and solicit their feedback on improving our HSE program. Employee participation is a vital element in the success of our HSE process. Where existing laws and regulations are not adequate to assure protection of human health, safety, and the environment, OSI will establish them internally.

Health and Safety

OSI promotes active participation of employees, contractors and business partners in achieving HSE success. Protecting the well-being of employees, contractors and the public takes precedence over all other factors.

Environmental Sustainability

OSI's commitment to environmental matters is an integral part of our culture and business practices. It's our policy to ensure the integrity of our processes and facilities are protective of the environment. We strive to prevent releases to the atmosphere, land, or water and will employ waste minimization techniques wherever possible. We manage our operations with a commitment to environmental, social and community stewardship. To achieve our sustainability goals, we strive to reduce our environmental footprint while supporting development and collaboration on other sustainability issues both internally and externally.

Commitment

The greatest strength of OSI is its employees. The success of our HSE program relies not only on management's commitment to provide a safe work environment, but also on each employee's commitment to uphold safe work practices. Accordingly, it's the responsibility of every employee and contractor to **STOP** any unsafe practice or condition until it is brought to an acceptable risk level. Stop Work Authority is granted to each employee and contractor without fear of retribution.

Each employee and contractor must be committed to HSE, not only for themselves, but for their fellow co-workers and the surrounding communities. Every employee and contractor has a legal and regulatory obligation to act in a safe and environmentally sound manner, the responsibility for actively participating in peer observations and subsequent interventions, and the responsibility to follow all safety and environmental compliance requirements.

Continuous Improvement

It is the expectation of OSI management to have each business unit continuously strive to improve their HSE performance, with new strategies and objectives constantly being developed. Management, along with the entire workforce, must be active participants in the company's goal of achieving zero unsafe behaviors/conditions and maintaining our environmental sustainability.

A handwritten signature in black ink, appearing to read "Scott H. Jones".

President
Oil States Industries, Inc.