



SUPPLIER CODE OF CONDUCT

This Supplier Code of Conduct (“Code”) describes the expectations of Wellbore Integrity Solutions (“WIS”) as to how suppliers of good and services to WIS are expected to conduct business legally, ethically, safely, and responsibly.

All suppliers engaged in providing products and services to WIS are expected to act in accordance with this Code and to comply, at a minimum, with all applicable laws, regulations, and industry standards applicable in the jurisdictions in which they operate, and in the jurisdictions in which they supply goods or services to WIS.

WIS expects all suppliers to meet the standards set forth below. *By supplying WIS with goods or services, suppliers represent that they are in compliance with these standards and that they have not violated and will not violate any law in connection with the supply of goods and services to others.*

I. Business Ethics and Compliance

A. Legal Compliance

WIS is committed to conducting our business in accordance with the highest ethical standards and in compliance with all applicable laws. WIS expects suppliers to share our principles, uphold our standards, and comply with all applicable laws and regulations currently in effect and as they become effective. WIS expects that suppliers have systems in place that maintain awareness of and ensure compliance with all applicable laws and regulations, including but not limited to, laws concerning labor, health and safety, human rights, trade compliance, and corruption and bribery.

B. Anti-Corruption and Bribery

WIS does not tolerate corruption or bribery in any form, and we expect our suppliers to fully comply with requirements of all applicable anti-corruption laws, including but not limited to the US Foreign Corrupt Practices Act and the UK Bribery Act. Accordingly, suppliers will not make any improper offer, promise, or gift of anything of material value, directly or indirectly, or accept anything of material value, in order to improperly obtain or retain business or favored treatment, or to influence actions or to obtain an improper advantage for WIS, for the supplier, or for any third party.

C. Data Privacy and Confidentiality

WIS expects suppliers receiving non-public information from WIS to comply with all relevant laws protecting trade secrets and personal data. These may include laws such as the Uniform Trade Secrets Act and the European Union’s General Data Protection Regulation, where applicable. Any WIS suppliers that receive data subject to these protections or are otherwise informed by WIS that certain data is subject to such laws, shall take all reasonable precautions, and comply with all legal requirements, to protect such information against unauthorized disclosure or theft.



D. Quality

WIS expects that our suppliers will supply only goods and services that meet or exceed industry standards or contractually agreed quality requirements, in order to provide goods and services that consistently meet WIS's needs, perform as warranted, and are safe for their intended use as communicated to the supplier.

E. Responsible Sourcing of Materials

Suppliers that supply products that include materials sourced from conflict-affected and high-risk areas must ensure that the sourcing of these materials does not knowingly contribute, directly or indirectly, to armed conflict, terrorist financing, or human rights violations. Further, suppliers that use materials sourced from protected plants or wildlife, such as natural hardwoods, exotic leathers, or gemstones, must source such products strictly in accordance with applicable laws and with standards set out in relevant international conventions such as the CITES treaty.

F. Fair Competition

Suppliers must avoid agreements or actions that evade fair competition laws, and they may not offer our employees any inducements or any confidential information about a WIS competitor. All business with WIS and its personnel must be conducted strictly on commercial terms, and without any collusion between the supplier and its competitors.

II. Health, Safety, and the Environment

A. Health and Safety

WIS expects suppliers to provide a safe and healthy work environment and fully comply with all applicable safety laws, regulations, and industry standards. Suppliers shall regularly assess the workplace for hazards and implement appropriate programs and engineering controls to minimize the risks of work-related accidents. Suppliers will strive to meet applicable industry best practices for health and safety of their workforce.

B. Environmental Stewardship

WIS expects our suppliers to comply with environmental laws, including those on hazardous materials, wastewater, solid waste, and air emissions. WIS encourages our suppliers to reduce their impact on the environment and climate and to protect the natural resources we all depend on, especially through reasonable efforts to reduce or eliminate waste of all types, including through source reduction, recycling, composting and conserving water and energy.

III. Workplace, Labor, and Human Rights

A. Respect and Dignity

Workers should be treated with respect and dignity at all times. WIS expects our suppliers to commit to a workplace free of harassment, sexual harassment, harsh treatment, intimidation, violence, corporal punishment, mental or physical coercion, verbal abuse, and discrimination.



B. Wages and Benefits

Suppliers shall pay all workers at least the minimum wage required by applicable law and provide all legally mandated benefits. In addition, workers shall be compensated for overtime hours at the rate required by law.

C. Employment Eligibility and Voluntary Employment

WIS honors labor laws and does not tolerate any supplier utilizing prohibited child labor, forced labor, or any form of coercion, physical punishment, or abuse of workers. Suppliers should only hire workers with a legal right to work, and they are responsible for verifying and documenting their employees' work eligibility. Further, suppliers shall not use any practice to coerce the continued employment of any person, such as the practice of requiring employees to pay recruitment commissions or the withholding of travel documents.

IV. Mandatory Compliance with this Code

Suppliers are responsible for ensuring that the requirements of this Code are understood and followed throughout their organization. Suppliers are also responsible for ensuring that any of their approved subcontractors involved in providing goods or services to WIS understand and comply with this Code. Suppliers are expected to self-monitor in line with this Code.

WIS expects suppliers to provide to their WIS contacts notice of any failures to meet the standards set forth in this Code so that, if possible, WIS can work with you to remedy or rectify the issue.

Although WIS desires to work with its suppliers towards continuous improvements in the processes by which goods and services are produced and delivered to WIS, **WIS RESERVES THE RIGHT TO CANCEL OUTSTANDING CONTRACTS, SUSPEND FUTURE CONTRACTS, OR TERMINATE OUR RELATIONSHIP WITH ANY SUPPLIER IN MATERIAL VIOLATION OF THIS CODE, NOTWITHSTANDING ANY TERMS TO THE CONTRARY IN ANY CONTRACT BETWEEN WIS AND THE SUPPLIER, AND REGARDLESS OF WHETHER THE VIOLATIONS OF THIS CODE BY THE SUPPLIER AFFECT THE SUPPLIER'S DELIVERY OF GOODS OR SERVICES TO WIS. THE FAILURE OR OMISSION BY WIS TO INSIST UPON STRICT PERFORMANCE AND COMPLIANCE WITH ANY OF THE PROVISIONS OF THIS CODE AT ANY TIME SHALL IN NO WAY CONSTITUTE A WAIVER OF ITS RIGHTS.**