

# Supplier Selection Process

Nabors is committed to conducting business in a responsible, honest and ethical manner. We are dedicated to compliance with laws governing fair competition in all activities. Nabors values diversity and economic inclusion and believe these two elements are vital for our ability to grow and be innovative.

## Operations and Supply Chain

With operations in more than 20 countries, Nabors is one of the world's largest oil and gas drilling contractors. Representing more than 85 nationalities, our skilled and talented workforce is composed of individuals who represent diverse values, opinions, backgrounds, cultures and goals.

We ensure that all vendors, regardless of their size, geography or workplace nationalities, have the same opportunities to compete for the supply of goods and services. Accordingly, all purchases and sales must be predicated strictly on considerations of efficiency, price, quality, service and suitability.

## Current Policies and Procedures

- Our Corporate Guidelines on Human Rights apply to Nabors' employees, including contractors and temporary workers, our joint venture partners, stakeholders, vendors and suppliers, and details our expectations for each to uphold these same human right principles or adopt similar policies within their own businesses.
- As stated in our Code of Business Conduct, it is Nabors' policy to comply with all applicable laws, rules and regulations. Any supplier, engaged in providing product or services to Nabors is expected to comply with all laws, regulations, policies applicable to it and its dealings with Nabors, including employment laws prohibiting discrimination and harassment, FCPA and all similar anti-corruption and bribery laws in other countries, with all applicable global and local human rights laws.
- When seeking out suppliers with whom to conduct business, Nabors has developed and adheres to our New Supplier Evaluation and Approval Process. Our Supplier process includes references to our Supplier Survey, inclusive of our Vendor Guidelines. Consisting of a screening process for new suppliers, our Supplier Survey confirms new suppliers participation and performance in the areas of compliance, diversity, inclusion, labor, human trafficking and slavery, environment and human rights performance.

## Reporting for Employees and Commitment

Nabors cultivates a culture where ethical conduct is recognized, valued and exemplified by all employees. This begins with the expectation that all employees identify and raise potential issues before they lead to problems, including any code of business conduct clarification required when in doubt. As a result, Nabors will take the necessary and appropriate actions to address any existing or potential violations of the code.

In continuing to promote a culture of raising potential issues via our employees, we continue to review our policies and procedures, reserving the right to carry out annual audits with suppliers, evaluating their performance in the areas of human rights, environmental management, business ethics and social responsibility and confirming they have their own programs in place to address any, but not limited to, the aforementioned topics.