

# Human Rights Policy



## People Operations

Nabors (the “Company”) respects internationally recognized human rights and is committed to conducting business in a manner that upholds the dignity, rights, and wellbeing of all individuals affected by our operations.

Our approach is informed by leading international standards, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Core Conventions (including Nos. 29, 105, 138, 182, and 169.)

### Scope

This Policy applies globally to all employees, contractors, consultants, suppliers, vendors, joint venture partners, and other business partners operating at or on behalf of the Company.

### Our Commitments

- Respecting and promoting fundamental human rights across our operations and value chain
- Prohibiting all forms of child labor, forced labor, human trafficking, modern slavery, and related abuses
- Providing equal opportunity and maintaining workplaces free from discrimination, harassment, and retaliation
- Respecting employees’ rights to freedom of association and collective bargaining, consistent with applicable laws
- Supporting fair working conditions, including lawful wages, working hours, and employment practices
- Promoting safe, healthy, and secure working environments
- Respecting the rights of indigenous peoples and local communities where we operate
- Providing or cooperating in appropriate remediation where the Company has caused or contributed to adverse human rights impacts

### Due Diligence

The Company conducts risk-based human rights due diligence designed to identify, prevent, mitigate, and address potential impacts within our operations and supply chain. Human rights expectations are integrated into relevant Company policies, procedures, and supplier requirements. Training is provided periodically to high-risk roles, and suppliers and partners may be subject to contractual requirements, assessments, audits, or corrective actions, as appropriate.

### Speak-Up and Grievance

We encourage employees and stakeholders to raise concerns regarding potential human rights impacts through available reporting channels (including [nabors.ethicspoint.com](https://nabors.ethicspoint.com)). Retaliation against individuals who raise concerns in good faith is prohibited.

### Governance and Review

The Board of Directors oversees human rights through its Governance and Nominating and Compensation Committees, while senior leadership is responsible for implementation and prompt resolution of identified risks. This Policy is reviewed periodically and updated as appropriate.

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