



Corporate Policy

CP15 – Human Rights

Precision Drilling Corporation
September 2023

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In This Policy

- **We, Us, Our, Company** and **Precision** mean Precision Drilling Corporation and its subsidiaries and affiliates
- **You, Your,** and **Precision Persons** mean our Directors, employees, officers and contractors
- **Board** means Precision's Board of Directors
- **Policy** means this Human Rights Policy

About This Policy

Precision is committed to human rights in the workplace. The purpose of this Policy is to outline our organization's commitment to upholding and promoting human rights. This Policy applies to all levels at Precision, from major Board decisions to business transactions and other day-to-day activities in which you may be involved. While no single document can list or anticipate every possible question or situation, this Policy will outline the behavior we must follow to maintain Precision's reputation and ethical standards. It also provides contact information and additional resources to use when in doubt.

Precision is an equal opportunity employer and recruits, hires, trains, promotes, compensates and administers all personnel actions without regard to any legally protected status. In addition, Precision:

- recognizes its responsibilities with regard to workplace health and safety, employee privacy and freedom of association;
- prohibits the use of forced labor or child labor;
- does not tolerate any form of harassment or discrimination;
- works to ensure compliance with applicable labor and employment laws, including those regulating wages and hours; and
- promote a fair and diverse workforce and culture.

Precision is committed to complying with all applicable national and international laws, regulations, and treaties related to human rights, including but not limited to: The United Nations (UN) Universal Declaration of Human Rights.

Community and Stakeholder Engagement

This Policy applies to every employee, officer, member of our Board, contractor and vendor. Complying with this Policy is a condition of working with and within the Company. It encompasses our activities and operations globally. We are committed to upholding and promoting human rights as fundamental values integral to our mission and operations. This Policy outlines our commitment to fostering a culture of respect for human rights in everything we do.

Diversity, Equity and Inclusion

We respect and value the rights and differences of others, and each of us plays a critical role in creating a fair and diverse workforce and culture. We recognize the importance of respecting and protecting the dignity, equality and rights of all individuals, regardless of their age, color, race, ethnicity, language, national origin, family or marital status, gender identity or expression, sexual orientation, religion, physical and mental ability, political affiliation, socio-economic status, veteran status or any other characteristics.

Safe and Healthy Workplace

All employees are responsible for making sure the work environment is safe, inclusive, respectful, orderly and tolerant. We comply with all applicable safety laws, policies and procedures to ensure our workplace is safe.

Forced Labor, Human Trafficking and Child Labor

We prohibit the use of all forms of forced labor, human trafficking and child labor. Forced labor includes but is not limited to prison labor, indentured labor, bonded labor, military labor, and modern forms of slavery.

Indigenous Bands/People

The United Nations Declaration on the Rights of Indigenous People (UNDRIP) provides a framework and associated standards to help ensure indigenous bands/people's rights are respected around the world. Indigenous rights are a subset of human rights that specifically pertain to the rights and protections of indigenous peoples around the world. These rights are grounded in the broader framework of universal human rights, which include principles like equality, dignity, non-discrimination, and the right of self-determination. However, indigenous rights also address the unique historical and contemporary challenges faced by indigenous communities due to their distinct culture, social and political status.

Work Hours Wages and Benefits

We compensate competitively and follow applicable labor laws. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Due Diligence

We continue to commit to conducting due diligence to identify, prevent and mitigate human rights violations within our sphere of influence, including in our supply chain and business relationships.

Monitoring and Reporting

We monitor our human rights performance, conduct assessments, and report our progress and challenges transparently. We are committed to continuous improvement in our human rights practices. Precision ensures that every employee and vendor with whom we conduct business is aware of our Human Rights Policy and annually certify compliance with our standards.

You have a duty to report a violation of this Policy, the law, or any rules and regulations that apply to Precision. Please see our Code of Business Conduct and Ethics Policy for more information.

History of This Policy

The Board approved this Policy as a governance practice on October 25, 2023.

| Revision # | Date Revised | Type of Change |
|------------|----------------|----------------|
| 1 | September 2023 | Created Policy |

Approvals



Veronica Foley, Policy Owner
Chief Legal & Compliance Officer