



Human Rights Policy

Policy Statement

Newpark Resources Inc. recognizes its responsibility to respect human rights as described in the United Nations Universal Declaration of Human Rights and is dedicated to preserving these rights within the Company's global operations. Additionally, the Company recognizes the opportunity to promote human rights where it can make a positive impact in the communities in which we work and reside.

Respecting Human Rights is a natural outflow of Newpark's unwavering commitment to act in accordance with our core values of Integrity, Respect, Excellence, Safety and Accountability and is also demonstrated in our Code of Business Ethics and Conduct, diversity, and fair employment practices and our Environmental, Health, and Safety policies.

Newpark Resources Inc. Commitments

Newpark Resources Inc. is committed to upholding Human Rights. The laws of different countries may vary, but universally accepted Human Rights principles include:

- Prohibiting the use of forced or involuntary labor
- Prohibiting the use of child labor (We prohibit the use of workers younger than the age of 15 and prohibit any employees under the age of 18 from involvement in any work that is hazardous or likely to have a negative impact on their physical or mental development.
- Prohibiting the use of physical punishment of workers
- Respecting the right of employees to organize and collectively bargain in accordance with local laws and established practices
- Complying with all applicable compensation laws and regulations
- Prohibiting discrimination on the basis of race, religion, age, gender, nationality, ethnicity, or sexual orientation
- Safe working conditions
- Commitment to measures that ensure supplied minerals are conflict free
- Respecting the rights of indigenous people
- Access to clean water and sanitation

Scope

Our Human Rights Policy applies to all employees of Newpark, affiliates and subsidiaries, as well as contractors conducting business on behalf of these entities. Our commitment to human rights also extends to all business partnerships and individuals throughout our global supply chain.



Partner, vendor, and supplier relationships are based on trust, respect and a shared commitment to ethical business conduct essential to our Company's success. We hold our partners, vendors, and suppliers to the same standards of ethical business conduct that we hold ourselves to and expect them to act in compliance with applicable laws as well as the principles outlined in this Policy.

If the Company becomes aware that a partner, vendor, or supplier has used child or forced labor or violated any applicable law in its services to Newpark Resources Inc., the Company will take appropriate action, including and up to termination of the relationship.

Continuing Support Efforts

Newpark Resources Inc. requires all new hires to complete Code of Business Ethics and Conduct training, which incorporates human rights, upon hire and an attestation of agreement with the Code of Business Ethics and Conduct every year thereafter.

Our employees are encouraged to be vigilant and avoid unlawful or unethical conduct including violations of human rights. Numerous outlets are available for employees to raise grievances, ask questions or report violations of Human Rights to any of following: the Vice President Human Resources or any member of the HR Team, the General Counsel; the Chief Financial Officer; an Internal Audit Representative; or alternatively through an Ethics Hotline with the option to report anonymously for both internal and external concerned parties.