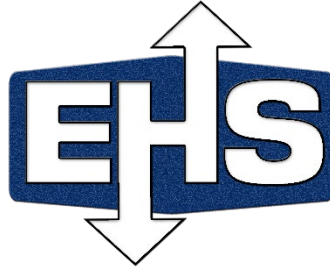




## EHS Management System



7435 S. US Hwy 277  
Abilene, TX 79608

520 Tradeway Dr.  
Mineral Wells, TX 76067

10512 W County Rd 150  
Midland, TX 79706

10961 E. Ranch Rd. 1222  
Fredonia, Tx. 76842

**Social Responsibility Policy**

## 1.0 Social Responsibility Policy

1.1 This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

## 2.0 Policy Elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

### 2.1 Compliance Legality

Our Company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent.

### 2.2 Business Ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

### 2.3 Examples of Corporate Responsibility

Protecting the Environment

- Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing of garbage and using chemical substances. Stewardship will also play an important role.

### 2.4 Protecting People

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion

### 2.5 Human Rights

- Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights.

### 2.6 Proactiveness

Donations and aid

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education, and community events.
- Alleviate those in need.

### 2.7 Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs that may be organized internally or externally. Employees will receive 8 hours of paid time off per quarter to volunteer for community service programs.

### 2.8 Supporting the community

Petrosmith may initiate and support community investment and educational programs.

### 2.9 Learning

We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.




*EHS Policy*  
**SOCIAL RESPONSIBILITY POLICY**

Rev. Date 12/13/2023

  
Michael Duffy  
President & CEO

  
Beth Seals  
Human Resources Director

  
Larry Hanks  
Director of Operational Excellence

  
Ron Farmer  
Director of Operations

  
Matt Smith  
Operation Manager