



Human Rights Policy

HELMERICH & PAYNE



Policy Description: Human Rights Policy

Effective Date:
00/00/0000

Department: Legal

Ref Num: Ver 1

Table of Contents

1	POLICY STATEMENT	3
2	FORCED LABOR AND HUMAN TRAFFICKING.....	3
3	PAY AND WORKING HOURS.....	3
4	ANTI-DISCRIMINATION, DIVERSITY, EQUITY, AND INCLUSION	3
5	SAFETY AND SECURITY.....	4
6	GOVERNANCE	4
7	REPORTING CONCERNS WITHOUT RETALIATION	4

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1 Policy Statement

Helmerich & Payne (“H&P”) is committed to conducting its business with the highest level of integrity in all aspects of our global operations. The Company’s Code of Business Conduct and Ethics (the “Code”) is comprised of general ethical and compliance guidelines for conducting Company business consistent with “The H&P Way,” which defines our purpose, core values and the behaviors that drive our culture

This Human Rights Statement contains over-arching principles embedded in our Code and other policies.

2 Forced Labor and Human Trafficking

H&P does not engage in or condone modern slavery, forced labor, child labor, bonded labor, or human trafficking in any form. We comply with all applicable laws and regulations where we operate, including those focused on preventing forced labor and human trafficking.

3 Pay and Working Hours

H&P provides its employees with competitive compensation and benefits. We operate in compliance with applicable wage, work hours, overtime and benefits laws and international labor standards.

4 Anti-Discrimination, Diversity, Equity, and Inclusion

“The H&P Way” embodies our commitment to recognizing and supporting inclusion and diversity throughout the organization. H&P strives to continue to develop a diverse and inclusive workforce. We recognize that creating a culture that supports varying backgrounds, cultures and industries not only improves each employee’s experience, but also supports a high-performing environment through the incorporation of different perspectives.

The Company prohibits discrimination or harassment, including sexual harassment, against any employee or applicant based on race, color, sex, sexual orientation, religion, national origin, citizenship status, age, genetic information, physical or mental disability, veteran status, pregnancy or other legally protected status or other characteristics protected by law (see our EEOC Policy).

For more information on H&P’s diversity initiatives, please see [H&P Sustainability](#).

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5 Safety and Security

H&P is committed to providing a safe and healthy workplace. Each employee is responsible for Actively Caring for themselves and others and complying with applicable laws, regulations and internal security policies and processes.

6 Governance

H&P's CEO and executive leadership team provide oversight of the Company's Code, Company policies and this human rights statement.

7 Reporting Concerns without Retaliation

All employees are responsible for helping detect and prevent violations of the Company's Code, policies and applicable laws. Concerns may be submitted confidentially and/or anonymously through the Company's Ethics Hotline at 1-800-205-4913 or by submitting the concern through the confidential web portal located at www.convercent.com.

H&P strictly prohibits retaliation against anyone who, in good faith, seeks help or reports concerns. Anyone who threatens or retaliates against anyone who, in good faith, sought help or filed a report will be subject to appropriate disciplinary action, including potential termination of employment.