



P2E BUSINESS PARTNER EXPECTATIONS

At P2 Energy Services, we hold ourselves accountable to the highest standards of ethics and business conduct, and we partner with businesses who align with these standards. We expect our contractors, consultants and temporary employees to uphold these expectations of integrity and maintain compliance with all applicable laws and regulations.

Our business partners are expected to:

- Comply with all applicable local, state and federal laws and regulations
- Conduct business with honesty, accuracy and integrity
- Ensure that employees work in a safe, healthy, and clean workplace free of discrimination, hazards and harassment
- Condemn all forms of child labor, forced labor, exploitative conditions, and any form of human trafficking
- Protect confidential information
- Promote a culture that encourages people to speak out without fear of retaliation
- Respect the environment and do what they can to limit their environmental footprint

Our Business Partner Expectations sets the minimum standard for whom we do business with, and we encourage our business partners to work with their own supply chains to promote business conduct in line with these expectations.