



STATEMENT ON HUMAN RIGHTS

Introduction

Wildcat Oil Tools supports the protection and elevation of human rights around the world and is guided by internationally-recognized, fundamental human rights. This includes those rights recognized in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO Declaration).¹ Wildcat's support for these fundamental principles is reflected in our Code of Conduct and our employment policies and practices. More importantly, it will be reflected in our actions towards our employees, suppliers, clients, communities and the countries where we do business.

Our Employees

Wildcat employees will be treated with respect and dignity. They will be afforded a work environment that is safe and is free from harassment and unlawful discrimination. This principle is a key component of our Code of Conduct and the core values expressed therein: integrity, trust, teamwork, respect, safety and communication. Albert Einstein once said: "I speak to everyone the same way, whether he is the garbage man or the President of the University." We will follow this example. If we ever fail to do so, employees are encouraged to raise their concerns with their immediate supervisor or if the grievance involves their supervisor, with Wildcat's Human Resources Office. There will be no retaliation for raising concerns in good faith.

Our Vendors

Wildcat believes that it is incumbent on us to work with vendors that share our core values including respecting each other. We will not do business with any vendor whose values are inconsistent with our own. Where appropriate, Wildcat will perform a due diligence review before entering a contractual relationship with a third party to confirm that the prospective relationship will be consistent with our core values.

Our Customers

Wildcat strives to do business with customers who share our core values including our respect for human rights. We are committed to collaborate working relationships and through this will share best practices with our customers. Not only does this collaboration allow us to serve our customers better, we believe that it promotes the advancement of human rights.

¹ These principles include the freedom of association, the right to collective bargaining, the elimination of forced and compulsory labor, the abolition of child labor, and the elimination of discrimination in the workplace.

Wildcat is subject to various US and foreign laws when doing business internationally. They require that we know our clients and that we have policies and procedures in place to prevent our goods and services from being used for improper purposes. These include anti-bribery and anti-money laundering laws. Compliance with these laws promotes human rights. We will, therefore, know our international clients and will not allow our employees or representatives to pay, offer, or accept bribes or participate in money-laundering activities.

Host Countries

Wildcat has expanded its operations internationally and will continue doing so. Each new host country has its own laws and customs. We will honor those laws and customs. We will, however, do so in a manner that is consistent with our core values, that promotes respect for human rights, and that allows us to be a positive influence.

Wildcat will be a positive influence in part by engaging in collaborative activities with our international communities and stakeholders. We will share with them our core values and will encourage them to engage with us to identify risks and solutions. Through this collaboration we will strive to create safer work environments – both in terms of physical safety and personal freedom.



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