



THE GLOBAL DRILLING
SOLUTIONS COMPANY

Helmerich and Payne International Drilling Company

Health, Safety, and Environmental Policy Statement

In alignment with its purpose and core values, H&P is committed to maintaining the highest standards of health, safety, and environmental (HSE) management. HSE excellence is integral to our business and is at the core of all our operations across the world. We Actively C.A.R.E. for our employees, customers, contractors and the environment, and are committed to ensuring a safe and environmentally responsible workplace.

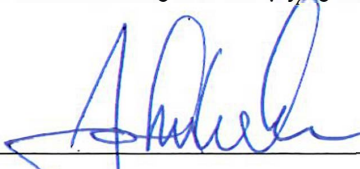
In order to achieve this commitment, we operate in accordance with our HSE management systems, which are aligned with international standards, ISO 45001 and 14001.

Senior management are responsible for providing the overall framework of the management systems within which we will:

- Ensure all employees and contractors understand working safely is a condition of employment.
- Empower employees and contractors to create and maintain safe, secure and healthy workplaces.
- Comply with all applicable health, safety and environmental laws and regulations and customer requirements.
- Seek continuous improvement and learning by measuring HSE performance and creating data-driven goals and objectives to drive improvement.
- Promote an actively caring culture that champions the sharing of thoughts, ideas and concerns, while encouraging employees to submit improvement and innovative suggestions.
- Identify and evaluate the internal and external factors that can impact our safety and environmental management systems. This includes monitoring regulatory changes, seeking technological advancements and engaging with our stakeholders.
- Focus on events that can cause significant injury or fatality, so the organization can learn from them to prevent recurrence.
- Design equipment and procedures to protect people and the environment from harm.
- Establish and maintain processes, procedures and training for emergency response.
- Actively communicate with employees, contractors and customers on HSE matters.
- Ensure employees and subcontractors have the necessary training, are given responsibility for HSE and are aware of their responsibilities under the HSE management system.
- Ensure employees and contractors can identify, evaluate and adequately control the risks and impacts associated with its activities.

All H&P employees and subcontractors are responsible for:

- Reporting all accidents and incidents.
- Intervening, stopping and correcting unsafe acts.
- Understanding and complying with H&P's HSE policies and procedures.



John Lindsay
Chief Executive Officer
Effective Date: July 7, 2025