

Human Resources Policies <i>Section 100 – General</i>				
Title: Policy 185: Commitment to Human Rights	Effective Date: January 24, 2022	Revised Date:	Version: 1	

Purpose: To outline and establish Core Lab’s Human Rights commitment and strategy for communication, continuous improvement and implementation.

I. SCOPE

This policy applies to Core Laboratories and all affiliated and related entities (“Core Lab”), globally, unless stated otherwise or inconsistent with applicable laws and regulations in certain jurisdictions.

II. DEFINITIONS

A. Human Rights – as defined by the United Nations, rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include, but are not limited to, the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work, and education. Everyone is entitled to these rights, without discrimination.

III. COMMITMENT

Core Lab is committed to respecting human rights. Our commitment to human rights is reflected in our Core Values of honesty, integrity, and building trust, and we strive to protect the rights of people in the communities where we operate to ensure that they are all treated with dignity and respect. To accomplish this, our Human Rights Policy, as well as our Code of Ethics and Corporate Responsibility, provides a worldwide framework for responsible operations consistent with the spirit and intent of the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work and the United Nations’ Universal Declaration of Human Rights. Additionally, we adhere to guidelines established in the United Nation’s Guiding Principles on Business and Human Rights.

As part of our commitment to Human Rights, we uphold the following:

A. Freedom of Association and Right to Collective Bargaining

We recognize and respect our employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner consistent with applicable laws, rules and regulations as well as local customs as appropriate.

B. Policy Against Modern Slavery

- Core Laboratories does not utilize servitude or forced or compulsory labor. We recruit our employees and provide working conditions, including payment of wages and benefits that comply with applicable laws and regulations.
- Throughout our worldwide operations, we prohibit the use of child labor in our workforce. All Core Lab employees are at or above the legal employment age in the country of their employment.
- We also prohibit human trafficking and any action that could be construed as supporting or leading to the trafficking of others.

C. Policy Against Workplace Discrimination, Harassment, and Unprofessional Behavior

Harassing, discriminatory, and unprofessional behavior can infringe on an individual's right to a comfortable work environment and undermine the integrity of the work relationship. Therefore, Core Lab upholds the belief that everyone, regardless of characteristics including, but not limited to, race, color, sex, sexual orientation, gender identity, national origin, age, disability, religion, genetic information, protected veteran or uniformed service member status, and any other characteristic protected under applicable law should enjoy a work environment free from all forms of harassment, discrimination, and unprofessional behavior.

D. Equal Opportunity Initiatives

Core Lab is an equal opportunity employer. It is our goal to cultivate the richness of diverse backgrounds, perspectives, experiences, and skills that make up our culture of unity and global community. To this end, it is Core Lab's policy in accordance with applicable laws to treat everyone with dignity and respect, regardless of characteristics including, but not limited to, race, color, sex, sexual orientation, gender identity, national origin, age, disability, religion, genetic information, protected veteran or uniformed service member status, and any other characteristic protected under applicable law.

E. Upholding Women's Rights

Recognizing that women are amongst those most threatened by acts of modern slavery and unequal treatment, Core Lab is committed to taking steps to support and uphold women's rights under the guidance set forth in the United Nations' Women's Empowerment Principles.

F. Protecting Privacy Rights

We are committed to safeguarding intellectual property rights and personal data, which includes protecting assets, proprietary information, and personal information from unauthorized access and ensuring their efficient and proper use.

G. Supply Chain Standards

As stated in our Supplier Code of Conduct, Core Lab is committed to the highest standards of product quality, safety, and business integrity in our dealings with Suppliers. Compliance with laws and ethical principles is the responsibility of all Core Lab employees as well as our Suppliers.

H. Policy Against the Use of Conflict Minerals

We recognize the dangers of improperly sourcing minerals (tin, tantalum, tungsten, gold) and are committed to ensuring our sourcing practices do not fund armed groups in the Democratic Republic of Congo and adjoining countries.

IV. COMMUNICATION AND TRAINING

Stakeholder understanding of Core Lab's commitment to Human Rights is crucial to success. We therefore have taken several steps to embed our policy and expectations throughout our organization.

It is important to highlight our commitment to Human Rights from an employee's first day and continue to communicate that focus throughout their time at Core Lab. We do this by including information within our global onboarding program to ensure new employees obtain this information immediately and by including information within our global Core Compliance

e-learning curriculum so that current employees are reminded annually of the importance of Human Rights and Core Lab's commitment.

Through our CoreConnect Quarterly Newsletter, we promote and showcase Core Lab's commitment and activities associated with, but not limited to, Human Rights; Corporate Social Responsibility; Diversity, Equity, and Inclusion; Nondiscrimination and Equal Opportunity.

Additionally, we make this policy, and all codes of conduct, policies and statements associate with Human Rights, available internally on CoreNet for all employees to access.

Just as important as ensuring our employee awareness and Core Lab's expectations is our engagement with our clients, investors, vendors, and suppliers regarding human rights. We, therefore, take efforts to regularly communicate to these groups by disclosing important information related to our commitment to Human Rights and by making available from our external website this Human Rights policy.

V. SUPPLEMENTAL POLICY INFORMATION

Core Lab has taken an integrated approach intended to achieve policy coherence. To this effect, this policy is supplemented with other Core Lab policies addressing human rights considerations, including, the Core Lab Code of Ethics and Corporate Responsibility, the Core Lab Supplier Code of Conduct, Policy 110: Equal Opportunity, Policy 165: Harassment, Discrimination and Unprofessional Behavior, Policy 1110: Helpline, and our statement on safeguarding intellectual property and personal data.

This network of codes of conduct, policies, and statements covers a wide range of ethical business practices and corporate social responsibility matters. They explain the principles and rules that guide how Core Lab conducts business and outlines our expectations for, among other things, employee conduct regarding safety and the well-being of our people, customers, communities, and the environment.

VI. CONTINUOUS IMPROVEMENT

We are committed to continually evaluating our compliance with the commitments stated in this policy and have implemented a process of on-going review and audit to globally assess our Human Rights risks and opportunities.

With this process, Core Lab seeks to identify, mitigate, and prevent adverse action that could potentially pose a risk to Human Rights.

VII. REPORTING ISSUES

Likewise, we are committed to take appropriate steps toward the remediation of adverse Human Rights impacts and encourage our stakeholders to report any Human Rights issues perceived.

Through our Ethics and Corporate Responsibility Helpline or a Compliance Advocate, employees are enabled to report issues immediately and confidentially, without fear of retaliation. Employees who believe that there may have been a violation of the principles laid down in this Policy can also report it directly to their local Human Resources departments.

External stakeholders can report issues through the Contact Us section of our website at <https://www.corelab.com/contact>.

When issues are raised, Core Lab will diligently investigate and take timely and transparent action to resolve the issues in a fair and equitable manner.

VIII. CONSEQUENCE OF NONCOMPLIANCE

Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated. Core Laboratories will promptly, thoroughly, and fairly investigate every issue that is brought to its attention in this area and will take disciplinary action, when appropriate, up to and including termination of employment.