

ENVIRONMENTAL MANAGEMENT

Commitment to the Environment

From the Arctic Circle to tropical rainforests, our operations take us to some of the most remarkable corners of the earth. Our commitment is to ensure we minimize any adverse effect our operations have on the environment. We are committed to *responsibly* helping our customers meet the world's demand for oil and gas through innovative, environmentally conscious technologies.

Nabors executive management team has set environmental performance expectations that drive the company to continually improve. Progress on these initiatives is reviewed with the executive team on a monthly basis. Our Chief Administrative Officer ultimately oversees the company's environmental programs and provides quarterly updates.

Health, Safety & Environmental Management System

Our Health, Safety and Environmental Management System (HSE MS) establishes a set of expectations for all of our global operations. The HSE MS consists of nine interrelated elements that help identify and mitigate health, safety and environmental risks to people, the environment and the communities in which we have the privilege of operating. Elements in the HSE MS include: Management Commitment & Employee Engagement, Risk Assessment and Management, Environmental Stewardship, Training, Emergency Preparedness, Event Reporting & Corrective Actions, among others.

Environmental Management

The HSE MS – specifically, the element of Environmental Stewardship – includes a defined set of processes and practices consistent with an Environmental Management System (EMS) that enables Nabors to optimize efficiencies and minimize waste in order to reduce our impact on the environment. Our HSE MS outlines expected operating practices and requirements necessary to reach these objectives. Our processes focus on preventative measures and are designed to ensure awareness and compliance with legal requirements, employee competency, and to evaluate and monitor environmental performance.

Nabors complies with applicable environmental laws and regulations, and applies accepted industry standards in areas where such laws and regulations do not already exist. These standards apply not only to our employees – our vendors and supplier partners also are expected to comply with them, as set out in our [Vendor Guidelines](#). Nabors leadership is expected to develop a culture that reinforces environmental compliance and proactive mitigations. This behavior exemplifies Nabors values of accountability, teamwork, innovation, excellence and safety.

We strive to ensure that our assets and procedures are created, maintained, and operated or applied in a manner that optimizes efficiencies and reduces our impact on the environment. Our environmental program includes defined inspection and maintenance intervals for all applicable assets. Inspection and maintenance tasks are automatically generated via a digital action item at the operating location specific to the equipment.

Operational and Business Waste Management

The Environmental Stewardship element within Nabors' HSE MS provides guidance to global field and office personnel on the proper handling, storage, transportation, and disposal of various operational and business materials, with waste minimization as a top priority. Our waste management standards prioritize source reduction, recycling and reuse, and conservation of natural resources as well as provide guidelines for safe storage and disposal of waste generated. Waste requiring disposal must be handled within applicable legal guidelines. We additionally request assurance from our customers that waste generated at work sites is managed in accordance with legal guidelines and regulations. Nabors standards on specific waste management requirements are defined, available to all employees and reinforced through annual training.

We continually evaluate viable methods for material reuse and end-state waste management alternatives to protect our natural resources. Some examples include:

- At our Houston corporate office, we began a recycling program for business waste only to learn the improper disposal of a single piece of material in the incorrect container could contaminate the entire bin. The compromise turned out to be single stream recycling, a process where all trash and recyclables are gathered and then sorted offsite.
- Our Safah base in Oman redirected water discharge after construction of their treatment plant. Now, five years later, a healthy strand of trees encircles miles of perimeter around the facility in the middle of the arid desert.
- Wash bays set up at locations across the US have implemented reclamation units that filter water used in the drilling process and recirculate it back into the bays for reuse.

Nabors requires annual training to ensure responsible personnel are aware of environmental requirements in order to meet related legal regulations and any additional expectations as defined by Nabors. Employees must submit a record of any environmental non-compliance or deviation from the HSE MS. Environmental performance metrics are reviewed on a monthly basis to identify areas of opportunity and drive continuous process improvement.