

# Supplier Assessment Process

Since 1952, Nabors has built a foundation of innovation and has continually improved the way wells are drilled. Sustainability and safety are an essential part of our corporate culture and have served as our guideposts during this evolution. Today, we continue to conduct business through the lens of environmental, social and governance priorities. We believe our success is directly linked to the development and integration of a broad range of sustainable practices.

## Operations and Supply Chain

Our suppliers and vendors are critical to our success and play a significant role in Nabors' day-to-day business operations, collaborating with us to promote efficient operations, maintain high standards of HSE performance, mitigate risks and create shared value. We ensure that all vendors, regardless of their size, geography, or workplace nationalities, have the same opportunities to compete for the supply of goods and services. Accordingly, all purchases and sales must be predicated strictly on considerations of efficiency, price, quality, service, and suitability. You can read more about Nabors supplier selection process [here](#).

We work collaboratively with many of our suppliers to review processes, procedures, and data to help drive the right actions and foster continuous improvement. In 2022, we continued to strengthen our supplier relationships by increasing transparency, delivering mutual value, and discovering improved ways of working together, especially with our most strategic suppliers.

While this section describes our general approach with our suppliers, these practices may differ in certain instances, if necessary, to comply with applicable local laws and requirements or if otherwise appropriate.

## Supply Chain Transparency and Compliance

Nabors prides itself on conducting business in a socially responsible and ethical manner. To accomplish this, we firmly believe a vital factor is to build a sustainable and resilient supply chain. The role of suppliers in this equation became even more apparent during the pandemic.

Nabors reserves the right to carry out annual audits with suppliers, evaluating their performance in the areas of human rights, environmental management, business ethics, quality, compliance, and social responsibility as outlined in our Vendor Guidelines and aligned with our [Health, Safety and](#)

[Environmental Management System \(HSE MS\)](#) and [Occupational Health and Safety \(OH&S\) Statement](#). Concurrently, we ensure 100% of our suppliers' operations are covered by a certified ISO 14001 or EMAS environmental management system, where applicable, and are audited to certify their compliance with all applicable sanction protocols.

We partner with suppliers who maintain the same rigor as we do. At the core of this approach is our supplier re-evaluation procedure, conducted annually and applicable to all Nabors business units or local operations that are directly responsible for the purchase of products, service-related products and/or services.

As part of the annual re-evaluations, all suppliers are assessed based on annual, quarterly, or monthly reports focusing on supplier's performance. Based on the assessment, the review board (global PSC, QHSE and Operations) assigns additional actions to be taken. These include the following:

- Supplier Survey and On-site assessment – tools used to confirm our current supplier's processes and performance regarding compliance, safety, quality, diversity, inclusion, labor, human trafficking and slavery, environment, and human rights.
- Supplier Report Card– completed by the Supply Chain Quality Manager or Supply Chain Manager based on the result of the objective analysis of supplier-specific KPIs
- Formal Business Review– Documented meeting conducted between Nabors and supplier that reviews all relevant elements of both the supplier relationship and their performance. The meeting reviews past, current, and future business. Primary topics include review of performance metrics, non-conformances and associated corrective action rate for their compliance with, at minimum, labor rights, human rights, environmental and health and safety policies, strategic goals, challenges, and future actions.
- Other – Depending on the determination of the annual review board there are other actions that can be taken. These actions will be specifically determined during the annual re-evaluation meeting. Examples of other actions include:
  - DOT screening
  - Verification of valid employee qualifications and/or training
  - Verification of current certifications
  - Etc.

The results of our annual re-evaluations are documented and shared with internal and external stakeholders. Although the vendor assessment process can be challenging, the benefits include finding low-risk sources for high-quality goods and services, as well as the development of mutually beneficial, long-term business relationships that are socially responsible.

Nabors' vendors are expected to implement due diligence procedures for their own suppliers, subcontractors, and other participants in their supply chains, to ensure that there are no human rights violations, including but not limited to slavery, child labor or human trafficking in their supply chain. You can read more about our vendor expectations within our [Nabors Vendor Guidelines](#).

## **Nabors 2022 Supplier Evaluation and Re-evaluation**

During 2022, Nabors Supplier Evaluation for a newly added supplier yielded a total of 527 global additions, where all suppliers were compliant with Nabors Vendor Guidelines.

In conducting routine audits of our suppliers, Nabors global Supplier Re-evaluations verified 100% of our suppliers were void of any non-conformance and associated corrective action for their compliance with, at a minimum, labor rights, human rights, environmental and health and safety practices.