



SELECT WATER SOLUTIONS, INC.

Human Rights Policy

(Effective as of April 28, 2022; Updated July 30, 2025)

Introduction

Select Water Solutions, Inc. (“Select” or the “Company”) recognizes the dignity of all human beings and embraces the inalienable right of all people to live their lives free from all forms of discrimination or abuse. Select, and its subsidiaries, avoids causing or contributing to adverse human rights impacts through its operations and addresses such impacts when they may occur. The Company will seek to prevent or mitigate adverse human rights impacts that are linked to its operations, products, or services. The Company identifies and manages human rights impacts through prudent business decisions, due diligence, and communication throughout its supply chain. The Company adheres to the laws and regulations of the United States as well as state and local laws and regulations governing the employment, working conditions, safety, and environmental aspects of its business. Additionally, Select recognizes the importance of human rights philosophies expressed in global frameworks aimed at promoting and protecting the fundamental human rights of all people.

This Policy builds off of the commitments and processes laid out in the Company’s Code of Business Conduct and Ethics.

Values and Expectations Regarding Human Rights

Select expects its employees, contractors, business partners, and subsidiaries to reflect the Company’s respect for human rights by abiding by our policy statement below. Select trains all of its employees, including management, on the responsibilities and definitions listed below. Employees are provided with access to skills and development training.

Responsibility for Oversight

This policy has been approved and is overseen by the board, and implementation is decided by our cross functional team members from legal, compliance, & human resources. Employees can report human rights violations or concerns to any level of leadership within the company, including human resources, legal, or compliance, through the company’s whistleblower hotline or through the online whistleblower reporting system available on the Company’s website. Employees are trained on non-discrimination practices.

Related Laws and Norms

The Company and its subsidiaries all operate exclusively in the United States, a nation in which human rights are legally protected by the Constitution of the United States, state constitutions, treaty and customary international law, legislation enacted by Congress and state legislatures, and state referenda and citizen's initiatives. The Federal Government has, through a ratified constitution, guaranteed unalienable rights to its citizens. The Company and its subsidiaries comply with all laws related to labor and human rights.

Policy Statement

The fundamental human rights of all individuals, including but not limited to, life, liberty, and security shall be respected and protected equally and without discrimination in all facets of Select's and its subsidiaries' businesses.

The tenets of our values pertaining to human rights include:

- a. **Discrimination:** Everyone is entitled to the same human rights without discrimination based on race, color, gender identity or expression, religion, age, national origin, citizenship status, military service or reserve or veteran status, sexual orientation or disability, or any other status protected by applicable law. Employees are trained on non-discrimination practices.
- b. **Equal Protection:** All individuals are entitled to the right to a remedy and equal protection under the law if their human rights are violated.
- c. **Forced Labor & Child Labor:** All individuals have the right to safe, fair, ethical, adequate and humane working conditions, including no forced labor, compulsory labor, child labor, modern forms of slavery, bonded labor, physical abduction or kidnapping, physical confinement in the work location, the work service of prisoners, work required to punish opinion or expression of views, exploitative practices such as forced overtime, the lodging of deposits, physical or psychological violence, full or partial restrictions on freedom of movement, withholding and non-payment of wages, deprivation of food, shelter or other necessities, deception or false promises, induced indebtedness, threats to denounce workers in an irregular situation to the authorities and any form of human trafficking. Management is trained and has access to this definition of forced labor. Subcontractors and suppliers are contractually unable to engage forced labor.
- d. **Disciplinary Actions:** The Company will not condone any type of harassment, abuse or punishment, whether corporal, mental or physical, of an employee by a director, officer or other employee or any partner, customer or supplier of the Company.
- e. **Freedom of Association:** The Company recognizes and respects the right of employees to exercise their lawful rights of free association, including joining or electing not to join any association. In defining freedom of association, we reference the ILO standards for Business and Freedom of Association,

including the Freedom of Association and Protection of the Right to Organize Convention, (No. 87) and the Right to Organize and Collective Bargaining Convention (No. 98).

- f. **Indigenous Land:** The Company respects the inherent rights of indigenous peoples, which derive from their political, economic, and social structures and from their cultures, spiritual traditions, histories, and philosophies, especially their rights to their lands, territories, and resources.
- g. **Stakeholder Engagement:** We believe that local issues are most appropriately addressed at the local level. Where appropriate, we engage with a wide range of civil society and stakeholders on human rights issues related to our business.
- h. **Maximum Working Hours and Minimum Living Wage:** We follow the International Labor Organization (ILO) standards on maximum working hours to ensure high productivity while safeguarding workers' physical and mental health. Additionally, we are committed to providing a minimum living wage to those involved in our operations. Through these commitments, we also support the human right to acceptable living conditions.
- i. **Subcontractor:** Subcontractors are required to abide by Select's Human Rights Policy and sign an MSA effectuating the same. Select shall monitor this when executing any and all customer, contractor or subcontractor MSA's.
- j. **Fair Labor Practices:** We follow the International Labor Organization (ILO) standards on maximum working hours to ensure high productivity while safeguarding workers' physical and mental health. Additionally, we are committed to providing a minimum living wage to those involved in our operations. Through these commitments, we also support the human right to acceptable living conditions.
- k. **Modern Slavery:** Modern slavery refers to the severe exploitation of other people for personal or commercial gain. Select does not use, is not complicit in, and does not tolerate any form of modern slavery. Select is committed to ensuring our business operates in a socially responsible way that prevents slavery and human trafficking. Select is also committed to playing our part in helping the world to improve practices designed to combat slavery and human trafficking. Select encourages employee communications with HR regarding any and all unusual activity or questionable performance or conduct. Select has implemented an anonymous reporting system, encouraging employees to report any concerns of suspected modern slavery occurrence or human trafficking to management without fear of retaliation.
 - i. All employees are trained in modern slavery and controls are in place to prevent such.
 - ii. All expectations and goals related to modern slavery are communicated throughout supply chain.

Individuals and entities subject to this policy shall avoid infringing on the human rights of others and shall address known adverse human rights impacts on a case-by-case basis, using prudent business judgment. All subcontractors and suppliers are required to enter into a contractual agreement with the company regulating compliance matters listed above. This program is periodically reviewed.