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**1. STATEMENT OF PURPOSE**

Pioneer Natural Resources USA, Inc. (PNR) respects the individual, community, and environment. PNR is committed to protecting the environment from damage and protecting its employees and those who live near its areas of operation from injury and health risks.

PNR identifies and manages **H**Health, **S**Safety, and **E**Environmental (HSE) risks and impacts through business decisions, plans, and operations by fostering a culture of safety and environmental stewardship, as well as a proactive network of systems to ensure compliance with regulatory requirements.

This policy applies to all PNR employees. PNR expects contractors, vendors, and suppliers on PNR property for business-related purposes to identify and manage their own HSE risks and impacts in collaboration with PNR, and to maintain an HSE policy that meets or exceeds this policy.

This policy will be implemented in accordance with the PNR HSE Management System.

Verbal forms necessary to express provisions within this document are specified as being 'must' (requirement), 'should' (recommendation), 'may' (permission), and 'can' (possibility and capability). These terms are defined as listed below.

- **Must** used to indicate that a provision is mandatory.
- **Should** used to indicate that a provision is not mandatory, but recommended as good practice.
- **May** used to indicate that a provision is optional.
- **Can** used for statements of possibility or capability.

This document will be reviewed regularly, or every **3yr**, to ensure content and terms are current and representative of corporate and industry best practices.

We are committed to the following outlined below.

- Complying with applicable HSE laws and regulations.
- Identifying, assessing, and managing the HSE risks and impacts of our existing and planned operations.
- Managing and reducing emissions, releases, effluents, and waste properly.
- Using natural resources or energy more efficiently.
- Implementing our HSE management system.
- Monitoring and assessing PNR HSE performance routinely.
- Creating environmental awareness.
- Reporting regularly on HSE issues.
- Consulting with stakeholders on environmental issues in order to maintain a mutual understanding of goals and expectations.

**2. POLICY STATEMENT**

- 2.1. At risk behaviors and/or conditions should be identified and must be managed safely and responsibly.
- 2.2. Individuals and entities covered under this policy must take ownership of identified HSE risks and are empowered to utilize stop work authority.
- 2.3. HSE events and/or compliance concerns must be reported and addressed in a timely manner.
- 2.4. Applicable federal, state, and local HSE regulatory requirements must be met.
- 2.5. HSE continuous improvement should be facilitated by providing resources, sharing knowledge and lessons learned, employing innovation, training and skill building, and recognizing opportunities to improve HSE performance and operational efficiency.

**3. APPROVALS**

Approver signature symbol(s) below represent wet signature(s) on file, and indicate signatories have read, fully understand, and endorse this document and its contents.

<i>/s/</i>	07/18/2022
<i>Signature</i>	<i>Date</i>
Mark Berg	
<b>Executive Vice President, Corporate Operations</b>	
<i>/s/</i>	07/18/2022
<i>Signature</i>	<i>Date</i>
Joey Hall	
<b>Executive Vice President, Operations</b>	
<i>/s/</i>	07/18/2022
<i>Signature</i>	<i>Date</i>
Ronald Schindler	
<b>Vice President, Legal and Chief Compliance Officer</b>	
<i>/s/</i>	07/18/2022
<i>Signature</i>	<i>Date</i>
Jeff Rees	
<b>Vice President, Domestic Law</b>	