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**1. STATEMENT OF PURPOSE**

Pioneer Natural Resources USA, Inc. (PNR) recognizes the dignity of all human beings and embraces the inalienable right of all people to live free from all forms of discrimination or abuse. PNR conducts all aspects of its business in accordance with its RESPECT core values, which serve as the cultural foundation of our company and our commitment to one another's human rights.

PNR avoids causing adverse human rights impacts through its operations and must address such impacts when they may occur. Further, PNR will seek to prevent or mitigate adverse human rights impacts that are linked to its products, or services. PNR will identify and manage human rights impacts through prudent business decisions, due diligence, and communication throughout its supply chain.

PNR 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, PNR recognizes the importance of human rights philosophies expressed in global frameworks aimed at promoting and protecting the fundamental human rights of all people. PNR reinforces this commitment as a signatory to the United Nations Global Compact. This Policy applies to PNR employees, officers, and directors. The PNR standard master service agreements contractually obligate its contractors and suppliers to comply with this Policy as well.

In accordance with the Constitution of the United States and international human rights principles articulated by the United Nations<sup>1</sup>, the following statements encompass the PNR philosophy and commitments with respect to human rights.

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.

This document does not supersede any federal, state, or local laws or regulations.

In case of conflict between documents, notify PNR and clarification will be issued.

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<sup>1</sup> "Universal Declaration of Human Rights," adopted by the United Nations on Dec. 10, 1948; "International Labour Organization's Declaration on Fundamental Principles and Rights at Work," adopted by the International Labour Conference at its 86<sup>th</sup> session, Geneva, June 18, 1998 (annex revised June 15, 2010); "Guiding Principles on Business and Human Rights – Implementing the United Nations 'Protect Respect and Remedy' Framework," United Nations Human Rights Office of the High Commissioner, New York and Geneva, 2011; "United Nations Declaration on the Rights of Indigenous Peoples," resolution adopted by the General Assembly on Sept. 13, 2007; "Indigenous and Tribal Populations Convention No. 169 (1989)," International Labour Organization's revision to the Indigenous and Tribal Populations Convention No. 107 (1957)

**2. POLICY STATEMENT**

- 2.1. Everyone is entitled to the same human rights without discrimination of any kind.
- 2.2. The fundamental human rights of all individuals, including but not limited to, life, liberty, and security must be respected and protected equally and without discrimination in regard to race, color, age, religion, national origin or ancestry, sex, sexual orientation, gender identity, disability (physical or mental), citizenship, veteran status, genetic information, or any other characteristic or any other legally protected status under applicable law.
- 2.3. As detailed in our Equal Employment Opportunity Program (EEO), PNR is committed to diversity and provides equal employment opportunities to all employees, in all facets and geographic regions of PNR business.
- 2.4. PNR believes that access to clean drinking water is an inherent right that must be protected.
- 2.5. PNR believes that all individuals have the right to safe, fair, ethical, and humane working conditions, including no forced or compulsory labor, or child labor.
- 2.6. PNR employees and contractors work in ideal conditions, where possible, to comfortably perform job duties and the health and safety of PNR employees is routinely monitored.
- 2.7. PNR believes that individuals must never be subjected to cruel, inhumane, or degrading treatment or punishment.
- 2.8. PNR asserts that all individuals are entitled to the right to a remedy and equal protection under the law if human rights are violated.
- 2.9. PNR respects the inherent rights of indigenous peoples, which derive from political, economic, and social structures and from cultures, spiritual traditions, histories, and philosophies, especially their rights to lands, territories, and resources.
- 2.10. PNR identifies and works to mitigate adverse social impacts<sup>2</sup>, and will communicate to the company's internal and external stakeholders about our commitment to managing social impacts and responsibilities. PNR takes a proactive approach to minimizing negative social impacts through operational management practices and creating positive impacts through social investments in our communities.
- 2.11. PNR individuals and entities subject to this policy must avoid infringing on the human rights of others and must address known adverse human rights impacts on a case-by-case basis, using prudent business judgment.
  - Individuals and entities subject to this policy must seek to prevent or mitigate adverse human rights impacts that are caused by PNR business, recognizing that each scenario and the due diligence required will vary in complexity based upon the risk of human rights impacts and the nature, context, and geographic scope of PNR operations, products, and services, among other relevant considerations.
  - PNR recognizes that impact assessments should be ongoing and human rights risks may change over time as the geographic scope of its operations, products and services utilized, and operating context evolves.

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<sup>2</sup> Social impacts are defined as the net, positive and negative, effects of an activity on a community and the well-being of individuals and families.

- 2.12. PNR educates private and public security providers regarding our commitment to respecting human rights, including through proportionate use of force.
- 2.13. The PNR commitment to human rights is demonstrated through monitoring, training, and documentation.

**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.

<hr/> <i>/s/</i> <hr/>	<hr/> 07/18/2022 <hr/>
<i>Signature</i>	<i>Date</i>
Ron Schindler	
<b>Vice President, Legal and Chief Compliance Officer</b>	
<hr/> <i>/s/</i> <hr/>	<hr/> 07/18/2022 <hr/>
<i>Signature</i>	<i>Date</i>
Tyson Taylor	
<b>Senior Vice President, Human Resources</b>	
<hr/> <i>/s/</i> <hr/>	<hr/> 07/18/2022 <hr/>
<i>Signature</i>	<i>Date</i>
Caroline Braich	
<b>Managing Associate General Counsel</b>	