



SUPPLIER CODE OF CONDUCT

C-PY12.0-0014 | Version 1.0

1. PURPOSE

- 1.1. Calfrac Well Services Ltd. and its subsidiaries ("Calfrac") are committed to conducting business in a manner that safeguards the environment and the health, safety and human rights of its employees, customers, the public and other stakeholders.
- 1.2. Calfrac aims to procure products and services from reputable suppliers (each a, "Supplier") through our procurement process.
- 1.3. Calfrac engages Suppliers who operate with the highest standards of business conduct and comply with all applicable laws and regulations, including with respect to health and safety, employment, human rights, modern slavery, the environment, anti-corruption, anti-trust and competition, and international trade (collectively, "Applicable Laws").

2. STANDARDS

- 2.1. In support of our commitment to compliance with Applicable Laws and the Code of Business Conduct¹, Calfrac works with Suppliers who take responsible measures to uphold the following minimum standards at all times:

HEALTH AND SAFETY

The vision of Calfrac is zero harm to people, property and the environment. Supplier aligns with Calfrac's commitment and promotes a safe work environment that contributes to Calfrac's best in class health and safety performance by among other things, continually identifying, assessing, and mitigating against health and safety risks.

HUMAN RIGHTS AND MODERN SLAVERY

Protection of human rights is a key element of Calfrac's operations and supply chains. Supplier treats all people with respect and dignity and does not use physical or psychological abuse or threats of violence or coercion to secure or retain workers or engage in any discrimination, harassment or abuse.

Supplier does not benefit from and/or is not directly or indirectly involved in any form of forced labour, child labour, modern day slavery, or human trafficking².

If at any time Supplier becomes aware of forced labour, child labour, modern day slavery or human trafficking in its operations and/or supply chains, Supplier will promptly take reasonable actions to address or remove these practices.

ENVIRONMENT

Supplier minimizes the environmental impact of its business and the products and services its supplies to Calfrac.

BUSINESS INTEGRITY

Supplier operates internally and externally with the highest regard for business ethics and, integrity and therefore, does not pay or promise to pay or accept any bribe, kickback, illegal payment, payoffs, gifts, hospitality, or favor intended to influence any act or decision of any Calfrac representative, government official or third party in any way related to Supplier's business relationship with Calfrac.

Supplier engages in fair and competitive business practices in accordance with anti-trust and competition laws, including not engaging in price fixing, price control, restraint in trade or competition or market or customer segmentation³.

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BUSINESS INTEGRITY (CONTINUED)

To enable trust and integrity in business dealings, Supplier has in place appropriate conflict of interest policies to identify any actual, potential or appearance of a conflict of interest between Supplier and Calfrac, as well as processes for identifying dealings with sanctioned or embargoed persons or countries in connection with the supply of products or services to Calfrac.

Supplier will notify Calfrac of any conflict of interest or any dealings with any sanctioned or embargoed persons or countries prior to entering a business relationship or transaction with Calfrac.

3. DUE DILIGENCE AND RECORD KEEPING

- 3.1. Supplier continuously exercises due diligence within its supply chain to comply with all Applicable laws and maintains policies and practices for the reporting of any misconduct or violations without fear of retaliation.
- 3.2. Supplier is responsible for ensuring compliance with this Code by its subcontractors and sub-suppliers of any tier.
- 3.3. Supplier maintains accurate, detailed and complete books, accounts and records to verify compliance with Applicable Laws and this Code.

4. QUESTIONS

- 4.1. We encourage any Supplier who has concerns or questions about this Code to communicate with their Supply Chain Representative at Calfrac or to contact us at supplychaincdn@calfrac.com.

5. REPORTING AND TERMINATION

- 5.1. Calfrac is committed to conducting its business in a fair, honest and transparent manner and may audit and/or request information to confirm Supplier's compliance with this Code, acting reasonably. Supplier will promptly respond to and support any such audit or information request by Calfrac.
- 5.2. In accordance with the Whistleblower Policy⁴, Supplier agrees to report any known misconduct or violations of this Code by a party via Calfrac's Whistleblower Hotline by using any of following contact information:
 - 5.2.1. Telephone: 1-855-866-2257 (for Canada and United States)
 - 5.2.2. Telephone: 0800-444-3813 (for Argentina)
 - 5.2.3. Internet: www.calfrac.ethicspoint.com
 - 5.2.4. QR Code:



- 5.3. Calfrac may, in its sole discretion, revise this Code. It is Supplier's responsibility to comply with the most current version of this Code. Calfrac reserves the right to terminate its business relationship with a Supplier where Supplier, its subcontractors, or sub-suppliers have violated any standard outlined in this Code.

6. AVAILABILITY

- 6.1. This code is available on Calfrac's website at <https://calfrac.com/corporate-governance/>.

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7. REFERENCES

¹[C-PY12.0-0008 Code of Business Conduct](#)

²*Fighting Against Forced Labour and Child Labour in Supply Chains Act* S.C. 2023, c. 9

³[C-PY12.0-0012 Anti-Bribery and Anti-Corruption Policy](#)

⁴[C-PY12.0-0009 Whistleblower Policy](#)