



**SELECT WATER SOLUTIONS, INC.  
Diversity, Equity & Opportunity Policy  
(Effective as of April 28, 2022)**

**Statement of Commitment**

Select Water Solutions, Inc. (“Select” or the “Company”) recognizes the many benefits of having a diverse workforce. Diversity impacts all stages of employment, from making it easier to attract and retain top talent, to better performance among diverse teams, to the greater innovation and creativity that comes from a workforce comprised of different backgrounds and experiences. The Company provides employee resources such as handbooks, procedures, and training in multiple languages and is always looking for ways to be more inclusive and tap into the talent of a diverse workforce.

The Company is committed to providing equal opportunity for employment and advancement in all our departments and that all voices are heard and valued. The Company continues to develop and review policies to ensure we are building a workplace that is equitable and respectful, free of harassment and discrimination. The Company will investigate and take immediate and appropriate action on all employee discrimination complaints and ensure they are resolved to a satisfactory conclusion.

*This Diversity, Equity, and Opportunity Policy references commitments, programs, and practices outlined in the Company’s Code of Business Conduct and Ethics, Employee Handbook, and Anti-Harassment & Non-Discrimination Policy.*

**Board Diversity and Diversity Oversight**

The Company’s Board of Directors (the “Board”) is committed to diversity and strives to reflect the diversity of stakeholders through different attributes, experience, backgrounds, and perspectives. Diversity of knowledge and experience lends itself to a highly collaborative and effective Board. The Nominating, Governance, and Sustainability Committee considers the diversity of, and the optimal enhancement of the current mix of talent and experience on, the Board. Board and its Committees will continue their commitment to diverse perspectives and to overseeing an organization that is committed to creating a culture dedicated to diverse experiences, equitable treatment, and inclusive behavior.

The Company’s pledge to diversity is a global commitment that reaches across the entire company. Our leadership team, managers and supervisors are accountable for developing and encouraging our global inclusion initiatives. Our policy applies to all employees, contractors, and suppliers regardless of race, color, gender identity or expression, religion, age, national origin, citizenship status, military service or reserve or veteran status, sexual

orientation, or disability. We are committed to providing equal opportunity for employment and advancement in all our departments and that all voices are heard and valued.

### **Employment Practices & Employee Relations**

All directors, officers and other employees, regardless of position, shall do their best to work together to meet the following objectives:

- Respect each employee, worker and representative of customers, suppliers and contractors as an individual, showing courtesy and consideration and fostering personal dignity;
- Make a commitment to and demonstrate equal treatment of all employees, workers, customers, suppliers and contractors of the Company without regard to race, color, gender identity or expression, religion, age, national origin, citizenship status, military service or reserve or veteran status, sexual orientation or disability;
- Provide a workplace free of harassment of any kind, including on the basis of race, color, gender identity or expression, religion, age, national origin, citizenship status, military service or reserve or veteran status, sexual orientation or disability;
- Provide and maintain a safe, healthy and orderly workplace; and
- Assure uniformly fair compensation and benefit practices that will attract, reward and retain quality employees.
- In addition to the objectives set forth above, members of the management team are expected to:
- Use good judgment and exercise appropriate use of their influence and authority in their interactions with employees, customers, suppliers, contractors and partners of the Company; and
- Keep other employees generally informed of the Company's policies, plans and progress through regular communications.

### **Diversity Programs, Trainings and Initiatives**

The Company is committed to attracting, retaining, and developing diverse talent. The Company seeks to attract diverse talent and actively recruits through organizations or services designed for people from underrepresented groups. Job postings include a statement on our commitment to diversity and inclusion. The Company's facilities are designed to be accessible to people with disabilities.

The Company has an incredibly talented workforce willing to share its knowledge in various mentorship programs. All employees have the option to find a mentor on their own or with the help of a supervisor, through programs specific to their business unit. The Company's employee networks also offer mentoring and onboarding programs. Aligning with the Company's diversity commitments and goals, employees define measurable objectives they will be accountable for – and graded on – as a part of our annual performance evaluations. These plans can be tied to compensation and help achieve our vision of diversity.

To help ensure that employees understand the Company's policies and how inclusion is practiced, the Company provides opportunities such as:

- Diversity training
- Guidance on personal diversity action plans
- Lunchtime learning sessions

Employees and contractors are responsible for playing a key role in ensuring that their personal behaviors create an inclusive work environment. All employees at The Company are expected and responsible to treat each other with dignity and respect in the office, work sites, and at any company sponsored events.

### **Anti-Harassment & Non-Discrimination**

The Company values the diversity of its employees and is committed to providing an equal opportunity in all aspects of employment to all employees without regard to race, color, gender identity or expression, religion, age, national origin, citizenship status, military service or reserve or veteran status, sexual orientation or disability. *For further details of The Company's commitments to Anti-Harassment and Non-Discrimination please reference the related policy.*