



**SELECT WATER SOLUTIONS, INC.
Anti-Harassment & Non-Discrimination Policy
(Effective as of April 28, 2022)**

Statement of Commitment

Select Water Solutions, Inc. (“Select” or 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. Directors, officers and other employees should use reasonable efforts to seek business partners for the Company that do not discriminate in hiring or in their employment practices, and who make decisions about hiring, salary, benefits, training opportunities, work assignments, advancement, discipline, termination and retirement solely on the basis of a person’s ability to perform the tasks required by their position.

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

Harassment

Respecting the rights of others in the workplace is a primary focus of Select. The Company will not tolerate harassment, including sexual harassment, by any of its directors, officers, or employees. Select is committed to maintaining a work environment that is free from harassment of any sort. Any employee who believes that he or she has been or is being harassed because of race, religion, sex, national origin, age, sexual orientation or disability should promptly report the harassment to the Human Resources Department. Additionally, sexual harassment is a violation of the Company’s rules of conduct. Examples include advances, inappropriate jokes, intimidation, offensive language, physical contact, threats or other inappropriate behavior that may create a hostile working environment for employees. The Human Resources Department is responsible for investigating and resolving complaints of sexual harassment. A prompt and thorough investigation will be completed, and confidentiality will be maintained to the fullest extent practicable. In determining whether alleged conduct constitutes sexual harassment, the totality of the circumstances, the nature of the conduct and the context in which the alleged incidents occurred will be investigated.

Equal Opportunity Employment

Select has a strong commitment to equal opportunity, affirmative action, and inclusion in the workforce. We believe in treating people with dignity and providing equal employment and advancement opportunities based on merit, experience, and other work-related criteria. Equal opportunity employment practices extend to all aspects of employment, including recruiting, hiring, compensation, benefits, transfer, termination, and participation in the company's training, social and recreational programs.

Treatment of Disabilities

The Americans with Disabilities Act (“ADA”) prohibits employment discrimination against qualified individuals with disabilities in regard to any employment practices or terms, conditions, and privileges of employment. Qualified individuals may be either applicants or employees. The ADA defines an individual with a disability as a person who: (1) has a physical or mental impairment that substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Under the ADA, the Company has a duty to reasonably accommodate qualified individuals with disabilities, if that can be done without incurring an undue hardship.

Diversity & Inclusion

The Company embraces a diverse, inclusive, and equitable work environment where all employees, contractors, and suppliers regardless of gender, race, ethnicity, sexual orientation, disability, political affiliation, socioeconomic status, veteran status, or identity, feel respected and valued. *For further details of the Company's commitments to Diversity, Equity, and Inclusion, please reference the related Diversity, Equity & Opportunity Policy.*