



Cactus

Social, Human and Labor Rights Policy Statement
October 4, 2019

Cactus, Inc. is dedicated to improving lives and protecting human rights. We seek to make the world a better place by encouraging fairness, equal opportunity and human dignity.

Our commitment to social, human and labor rights extends to our customers, our Associates and the communities in which we operate. We also expect our suppliers and vendors to join us in our efforts to improve lives via our Code of Vendor Conduct. To that end, we are committed to the following:

- Recognizing that the right to water is a fundamental human right.
- Working with our suppliers and vendors to help them improve in the area of human rights.
- Prohibiting the use of child labor and forced labor among our suppliers and vendors.
- Supporting the precepts set forth in the UN Universal Declaration of Human Rights.
- Ensuring that workforce rights are fully realized by developing a safe work environment that is free from unlawful discrimination and harassment and one that ensures Associates' rights under the law are fully protected.
- Extending anti-discrimination protections to all legally protected classes including gender, race, disability, ethnicity, national origin, religion, age and sexual orientation.
- Expecting that our suppliers and vendors embrace workforce rights to the same extent as Cactus.
- Improving our occupational health and safety program and policies designed to protect Associates and invitees from harm at all our facilities and locations as well as any other locations where they work.
- Working with our suppliers and vendors to ensure they too embrace our occupational health and safety policy.
- Compensating our Associates with a fair wage supporting their efforts to adequately provide for their families.
- Active Board and Senior Executive oversight of our anti-bribery and anti-corruption program.
- Providing awareness training to all Associates on our Code of Business Conduct and Ethics to ensure all Associates are familiar with our anti-bribery and anti-corruption policy.
- Reporting to the Board of Directors during its regularly scheduled meetings regarding environmental, health and safety issues.
- The Director of Health, Safety and Environmental reports directly to the General Counsel.

U.S. Workforce Demographics as of October 2, 2019

Gender

Male	984	91.4%
Female	93	8.6%

Race

Hispanic	275	25.5%
Native American	9	0.8%
Asian	9	0.8%
African American	99	9.2%
Hawaiian/Pacific Islander	4	0.4%
Two or more races	8	0.7%
White	673	62.5%

Age

≤ 29	282	26.2%
30-39	402	37.3%
40-49	222	20.6%
50-59	120	11.1%
≥60	51	4.7%