

## Diversity & Inclusion Statement

### Our Commitment to Diversity & Inclusion

- Promote diversity in hiring and in other employment decisions.
- Help create an environment where coworkers can contribute, develop and fully utilize their talents.
- Keep an open mind to new ideas and listen to different points of view.

At Superior Energy Services and our affiliates, we recognize the value of a dynamic workforce that complements our core values with the belief that each of us is entitled to respect and should be judged on our qualifications, demonstrated skills, achievements, and contributions to the Company's success. We're an inclusive Company with people of different backgrounds, experiences, cultures, styles, and talents, and we value the unique wealth of talent and resources of the teams that drive our success.

We support and encourage respectful interaction between employees, customers, and vendors, free from discrimination and ensuring a welcoming and inclusive environment that embraces diversity in age, ethnicity, religion, gender, and abilities.

We support laws prohibiting discrimination based on race, color, religion, national origin, gender, pregnancy, sexual orientation, age, disability, veteran status, and all other characteristics protected by law. The entire organization is required to commit to inclusive organizational activities and a role in civic and social responsibility through listening, collaboration, understanding, and cooperation. Our Shared Core Values embody our commitment and reflect our unique position as an employer, business partner, and corporate citizen.