



# ARCHROCK'S SUPPLIERS CODE OF CONDUCT

Archrock holds its employees, officers and Board members to the highest standards of ethical conduct, integrity, service, quality and compliance with applicable laws. These standards and expectations are reflected in Archrock's Core Values, Code of Business Conduct, our Sustainability Report, our safety culture and, most importantly, in the way we endeavor to operate in conformance with those standards and expectations.

Similarly, Archrock intends only to do business with people and organizations that share those standards and expectations. These expectations and our suppliers', vendors', contractors' and partners' ("Suppliers") commitment to and compliance with the same will be a consideration as it relates to the continuation of existing business and the awarding of future business.

## Archrock expects each of its Suppliers to, among other things:

- Embrace **Archrock's Core Values**, which include:
  - **Safety** – Whether at work or at home, safety is our first priority and drives all of our decisions. Every person. Every task. Every day.
  - **Service** – We will strive to exceed customer expectations by providing outstanding customer service at all times.
  - **Integrity** – We will do the right thing and be accountable to ourselves and each other. We will operate with honesty and integrity.
  - **Respect** – We will treat our employees, our colleagues, our customers and the environment with respect. We value diversity and we strive to lead inclusively.
  - **Pride** – We will take pride in everything we do.
- Abide by the tenets of **Archrock's Code of Business Conduct**, including as it relates to:
  - Compliance with all applicable laws and regulations.
  - Operating ethically and with integrity.
  - Avoiding conflicts of interest.
  - Promoting a safe, secure and healthy workplace.
  - Refraining from the offer or payment—directly or indirectly—of any bribe or the engagement in any corrupt practice.
  - Complying with antitrust and competition laws.
  - Not sharing and refraining from trading Archrock's public securities when possessing potentially material, non-public information gained through its interactions with Archrock.
  - Not divulging any confidential, proprietary or private information about Archrock or its employees or customers except in strict compliance with their applicable contract and applicable law.
  - Not engaging in discrimination or harassment of any kind, and promoting diversity, equity and inclusion in its operations.

# Archrock®

- Support **Archrock's Sustainability Expectations**. We are committed to operating in an environmentally sound manner, being a good steward of resources and reducing our carbon footprint. Our latest Sustainability Report can be found at [www.archrock.com/sustainability/](http://www.archrock.com/sustainability/).
- Support and operate in compliance with **Archrock's Human Rights Policy**, which is guided by the United States Constitution, the Declaration of Independence and the United Nation's Universal Declaration of Human Rights and which informs our approach to the following:
  - **Employment** – which shall be voluntary and adhere to labor laws.
  - **Behavior** – we do not tolerate harassment in the workplace.
  - **Labor Standards** – we are committed to providing a living wage.
  - **Equality** – all employees are treated fairly, regardless of gender, race, ethnic background, sexual orientation, gender identity, age, veteran status or any other protected class.
  - **Human Trafficking** – we prohibit all forms of forced labor and any form of human trafficking.
- Support **Archrock's Culture of Safety** and work in compliance with our **TARGET ZERO™** safety program and goals. We aim to achieve zero incidents and foster a culture in which safety is everyone's responsibility. We employ—and expect our business partners to have—a systematic approach to safety designed to adhere to all applicable laws and regulations and to strive for continuous performance improvement. More information can be found at [www.archrock.com/sustainability/hse/](http://www.archrock.com/sustainability/hse/).
- Comply with **Archrock's other publicly available policies and standards**.
- Comply with any **Archrock customers' policies, statements, programs and other standards** imposed on us to the extent applicable to any scope of work for which the Supplier is engaged.
- Obtain and maintain all **licenses, permits and authorizations** necessary to lawfully perform the work or provide the goods and services requested by Archrock.
- Perform their activities in compliance with their **contractual obligations**.
- **Report suspected unethical behavior** tied to Archrock's operations to **Archrock's Compliance Hotline**, which can be reached by calling 844-809-1530 or by visiting [secure.ethicspoint.com](http://secure.ethicspoint.com).
- **Share this document** with each of their suppliers engaged in the performance of any Archrock scope of work and actively monitor and ensure their compliance with the same.



Archrock's Code of Conduct, Sustainability Report and certain other key policies, programs and standards referenced in this Suppliers Code of Conduct are incorporated by reference and are available at [www.archrock.com](http://www.archrock.com), at the links above and/or upon request.

Archrock reserves the right to audit compliance with these expectations and to seek attestations from authorized personnel with respect to that compliance.

Questions and comments about these expectations should be submitted to [Legal.Review@Archrock.com](mailto:Legal.Review@Archrock.com).

# Archrock® WE POWER A CLEANER AMERICA®

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