



Cactus

Code of Vendor Conduct
October 4, 2019

Cactus, Inc. is committed to reducing its impact on the environment as set forth in our Environmental Policy Statement. We are also dedicated to improving lives and protecting human rights as set forth in our Social, Human and Labor Rights Policy Statement. In furtherance of these efforts, we expect our suppliers and vendors to join us in our commitment via this Code of Vendor Conduct.

While conducting business with Cactus, all suppliers and vendors are expected to operate with integrity and comply with applicable laws and regulations. A summary of our expectations is set forth below.

Regulatory Compliance:

- Comply with applicable anti-trust, fair competition and anti-corruption laws.
- Comply with applicable environmental regulations as well as Cactus' Environmental Policy Statement.
- Comply with applicable human rights and workplace safety & health regulations as well as Cactus' occupational safety and health policy statement set forth in our Social, Human and Labor Rights Policy Statement.

Business and Employment Practices:

- Deal with Cactus honestly, fairly and with a high degree of integrity.
- Avoid conflicts of interest and the appearance of impropriety in its dealings with Cactus.
- Ensure that employment practices conform to our Social, Human and Labor Rights Policy Statement including, but not limited to, the prohibition of the use of child and forced labor.
- Ensure that employment practices also include freedom of association, the right to collective bargaining and careful consideration of working hours.
- Maintain a safe and healthy workplace for all employees.
- Abide by the guidelines set forth in our Code of Business Conduct & Ethics.