

HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY (HSEQ) POLICY

As a geographically diversified oil and gas services company, and as a member of the global community, TETRA Technologies, Inc. (TETRA), its subsidiaries and affiliated companies are committed to the safety and health of our employees, and the protection of the environment. In addition, TETRA is committed to improve service quality and operational processes, meet customer requirements and ensure customer satisfaction. We can achieve this via our customer-centric “Dedicated to the CØRE” culture centered on Customers, Drive to ZERO, Returns and Employees.



This policy is the foundation that supports our HSEQ Management System. It establishes our management philosophy with regard to HSEQ, as well as a shared vision between our customers, contractors, suppliers, and employees. These stakeholders must assume health, safety, quality and the protection of the environment as a personal responsibility in the performance of their duties. No aspect of anyone’s job is more important. Our commitment to HSEQ is realized through the following actions:

- Pursuing our Drive to ZERO with no harm to people, assets and the environment.
- Compliance with all TETRA standards, as well as all applicable codes, laws, and regulatory requirements where we operate.
- Demonstrating visible leadership commitment and communication to ensure the health and safety of our employees, the protection of the environment, and service and product quality.
- Providing the necessary training and development to enable our employees to understand and perform the roles and responsibilities involved with their job duties.
- Eliminating or mitigating our impact on the global environment through pollution prevention, energy conservation, waste minimization, recycling, treatment, product design and control technologies.
- Ensuring systems are developed and implemented to identify, assess, monitor, review and control HSEQ impacts related to our business activities; Conducting periodic audits and reviews of HSEQ systems and performance.
- Establishing and reviewing annual HSEQ objectives and performance measures to continually improve our operations, working towards a sustainable future.
- Promoting hazard identification to ensure risks are assessed, eliminated, or adequately controlled at a level as low as reasonably practicable (ALARP).
- Continuously improving the effectiveness of the HSEQ Management System based on applicable local and international management system standards.
- All employees having the authority and obligation to stop any work, job or task where unsafe conditions, practices, at-risk behaviors, or service/product issues are observed. No work will resume until all stop work issues and concerns have been adequately addressed. No form of intimidation or retribution directed at any individual for exercising their Stop Work Authority will be tolerated.
- All employees and contractors recognizing that quality, safety and environmental protection is a condition of employment and that they are responsible for their safety, the safety of those around them, and for the protection of the environment.

This HSEQ Policy will be reviewed as necessary for continued suitability and communicated to all employees, suppliers and contractors. A copy of this HSEQ Policy is available at www.tetrathec.com.

A handwritten signature in black ink, appearing to read "Stuart M. Brightman".

Stuart M. Brightman
President and CEO
TETRA Technologies, Inc.