



TETRA TECHNOLOGIES, INC.

HUMAN RIGHTS STANDARDS

Introduction

TETRA Technologies, Inc. and all of its subsidiaries, branches and the branches of its subsidiaries, ventures, and any unconsolidated subsidiaries (hereinafter collectively referred to as “TETRA” or the “Company”) and TETRA’s board of directors support international principles aimed at protecting and promoting universal human rights, as described in the United Nations Global Compact, the United Nations Universal Declaration of Human Rights, and the 1998 International Labor Organisation Declaration on Fundamental Principles and Rights at Work. TETRA also seeks to operate ethically and in compliance with all applicable laws wherever the Company does business.

While governments have the primary responsibility for protecting and upholding the human rights of their citizens, TETRA recognizes its responsibility to respect human rights. Thus, TETRA and its board of directors are committed to preserving these rights for TETRA’s employees in every place of operation.

In addition, TETRA recognizes that it has an opportunity to promote human rights where the Company can make a positive contribution. This includes, among other things, respecting the rights of people in communities where TETRA operates and with TETRA’s suppliers and business partners and by opposing human trafficking and the exploitation of children.

TETRA’s commitment to conducting its business fairly and in a manner that respects the rights and dignity of all persons is demonstrated in TETRA’s Code of Business Conduct, employment practices, non-discrimination policies, fair compensation policies, and TETRA’s policies on health, safety, and security for the Company’s employees.

No human trafficking; No forced or compulsory labor

TETRA opposes human trafficking and does not utilize forced or compulsory labor. TETRA recruits its employees and provides working conditions, including payment of wages and benefits that comply with applicable laws and regulations.

No child labor

Throughout TETRA’s worldwide operations, TETRA forbids the use of children in its workforce. All TETRA employees are above the legal employment age in the country of their employment.

Equal employment opportunity and non-discriminatory treatment

TETRA is an equal opportunity employer. As a matter of both philosophical conviction and good business practice, TETRA strives to provide all applicants and employees fair and equitable consideration and treatment in all matters related to employment, benefits, training, compensation, and other privileges and conditions of employment regardless of race, color, religion, age, sex, sexual orientation, gender identity/expression, national origin, ethnicity, disability, veteran status, or any other basis that is protected under applicable law.

Likewise, the management of TETRA strives to give each individual equal consideration in relation to his/her abilities and actual competitive performance level. TETRA promotes an environment in which applicants and employees with equal abilities are given equal job opportunities and an individual's performance of his or her job is the determining factor for that employee's progress.

TETRA supervisors and managers are responsible for implementing TETRA's equal employment opportunity policy as well as encouraging the full commitment and cooperation of each employee throughout the Company.

Anti-Harassment

TETRA maintains a professional and inclusive work environment in which mutual respect is expected from everyone. TETRA prohibits ethnic, racial, religious, sexual, or any other type of harassment, whether the harasser or the victim is a co-worker, supervisor, agent, customer, guest, or vendor.

Inappropriate or unwelcome sexual behavior and other forms of behavior (whether physical or verbal in nature) that create an intimidating, hostile, or offensive environment interfere with and obstruct workplace performance are not permitted.

Healthy and safe work environment

TETRA is committed to providing a safe and healthy working environment for its employees and conducting its business in compliance with all applicable workplace health and safety laws and regulations. TETRA maintains a program of regular training to ensure individuals are equipped to identify and manage potential risks in the workplace. TETRA's "Stop Work Authority" process also encourages employees to discontinue work when they encounter unacceptable health, safety, or environmental conditions.

Suppliers

TETRA requires that its suppliers adhere to applicable domestic laws. TETRA also encourages its suppliers to treat their employees and to interact with communities in a manner that respects human rights and is consistent with the spirit and intent of these standards.

Should the Company be made aware that a supplier has violated TETRA's Code of Business Conduct or any applicable law, the Company will have the discretion to terminate any relationship with that supplier and take such other actions as it would deem legally available.

Investigation of human rights violations

Any complaint of a human right violation or suspected violation will be promptly investigated. The Company's internal mechanisms, including TETRA's Reporting Hotline, and TETRA's internal policies addressing problem solving methods and the receipt and treatment of complaints by whistleblowers help to ensure that any human rights issues are identified and properly addressed.