

POLICY FOR ARCHROCK



Title: Human Rights Policy

Policy Number: 108

Revision Code: N/A

1.0 APPLICABILITY. This policy applies to all employees, contingent workers, and any persons or organization that provide products or services to Archrock (“Suppliers”) (collectively, “Representatives”) of Archrock, Inc. and its subsidiaries (collectively, “Archrock”).

2.0 PURPOSE. The purpose of this policy is to establish standards for conducting the business of Archrock in a way that embodies our commitment to ethical behavior with respect to the human rights of all people.

3.0 GENERAL. Archrock’s approach to this policy is guided by the United States’ Constitution, the Declaration of Independence and the United Nations’ [“Universal Declaration of Human Rights”](#).

4.0 GUIDELINES. Archrock recognizes the corporate responsibility to respect, support, and promote human rights. All our Representatives are expected to adhere to and are accountable for the processes outlined in this policy:

4.1. Employment. All employment with Archrock is voluntary. We do not tolerate any form of involuntary servitude, child labor and the exploitation of children, physical punishment or abuse. We fully abide by and expect all Representatives to abide by all applicable laws establishing a minimum age for employment.

4.2. Expected Behavior. Archrock does not tolerate harassment in the workplace or in any work-related circumstances outside the workplace. This policy applies to all Representatives, both within and outside of Archrock and Archrock facilities. When engaging with Suppliers, customers, communities and any other individuals or groups, Archrock Representatives should apply the same human rights standards that are required of them within Archrock and with respect to other Archrock Representatives.

4.3. Labor Standards. Archrock is committed to providing a fair or living wage for all employees and, as such, complies with the United States Department of Labor’s standards regarding minimum wage and classification of employment status.

4.4. Equality. Archrock is committed to the elimination of discrimination based on gender, race, ethnic background, sexual orientation, age, veteran status, or any other protected class.

4.5. Human Trafficking. Archrock prohibits the use of all forms of forced labor and any form of human trafficking, which includes the recruitment, harboring, transportation, provision, obtaining or exploitation of any person by force, fraud or coercion for purposes of sexual or labor exploitation.

4.6. Due Diligence. With respect to any future acquisitions, Archrock will consider the prospective counterparty’s human rights record as part of its due diligence process.

4.7. Stakeholders. Archrock will engage openly with its stakeholders on issues that impact human rights.

4.8 Counterparties.

- a) Archrock intends to only do business with counterparties that treat their employees and interact with their communities in a manner consistent with the letter and spirit of this policy. In the event we become aware of the failure by a counterparty to adhere to this policy or to promptly correct such failure, the relationship may be terminated and the counterparty may be disqualified from consideration for future business with Archrock.
- b) Archrock reserves the right to immediately remove from Archrock facilities or worksites any Supplier that acts inconsistently with this policy.

5.0. REPORTING. If you become aware of a possible human rights violation within Archrock or any of its Representatives or customers, you are required to report it immediately. You may do so through your manager, the Human Resources Department, the Legal Department or via our secure compliance hotline, which can be reach online at archrock.ethicspoint.com or by calling 844-809-1630.

6.0 RELATED POLICIES AND PROCESSES. This policy should be read and construed in conjunction with all other Archrock policies, procedures and standards that involve or relate to human rights, including but not limited to Archrock's:

- Code of Business Conduct;
- Employee Handbook;
- Equal Employment Opportunity Policy (Policy 106); and
- Unlawful Discrimination, Including Harassment, in the Workplace Policy (Policy 107).

7.0 DESCRIPTION OF CHANGES SINCE LAST PUBLICATION. Not applicable; this is a new policy.

8.0 REVISION DATE. Not applicable; this is a new policy.

9.0 QUESTIONS. Questions regarding this policy should be addressed to Archrock's General Counsel or Chief Human Resources Officer.