
TABLE OF CONTENTS

1. STATEMENT OF PURPOSE.....	2
2. POLICY STATEMENT	2
3. REVIEW HISTORY	4
4. VERSION HISTORY.....	4
5. APPROVALS	4

LIST OF TABLES

Table 1: Review History.....	4
Table 2: Version History.....	4

1. STATEMENT OF PURPOSE

Pioneer Natural Resources USA, Inc. (PNR) recognizes the dignity of all human beings and embraces the inalienable right of all people to live their lives free from all forms of discrimination or abuse. PNR conducts all aspects of its business in accordance with its RESPECT core values, which serve as the cultural foundation of our company and our commitment to one another's human rights.

PNR shall avoid causing or contributing to adverse human rights impacts through its operations and address such impacts when they may occur. PNR will seek to prevent or mitigate adverse human rights impacts that are linked to its operations, products, or services. PNR shall identify and manage human rights impacts through prudent business decisions, due diligence, and communication throughout its supply chain.

PNR adheres to the laws and regulations of the United States as well as state and local laws and regulations governing the employment, working conditions, safety, and environmental aspects of its business. Additionally, PNR recognizes the importance of human rights philosophies expressed in global frameworks aimed at promoting and protecting the fundamental human rights of all people.

This Policy applies to PNR employees, officers, and directors. PNR's standard master service agreements contractually obligate its contractors and suppliers to comply with this Policy as well.

In accordance with the Constitution of the United States and international human rights principles articulated by the United Nations¹, the following statements encompass PNR's philosophy and commitments with respect to human rights.

2. POLICY STATEMENT

- 2.1. The fundamental human rights of all individuals, including but not limited to, life, liberty, and security shall be respected and protected equally and without discrimination in all facets and geographic regions of PNR's business.
- 2.2. Everyone is entitled to the same human rights without discrimination of any kind.
- 2.3. All individuals are entitled to the right to a remedy and equal protection under the law if their human rights are violated.
- 2.4. All individuals have the right to safe, fair, ethical, and humane working conditions, including no forced or compulsory labor or child labor.
- 2.5. No person shall be subjected to cruel, inhumane, or degrading treatment or punishment.
- 2.6. PNR respects the inherent rights of indigenous peoples, which derive from their political, economic, and social structures and from their cultures, spiritual traditions, histories, and philosophies, especially their rights to their lands, territories, and resources.

¹ "Universal Declaration of Human Rights," adopted by the United Nations on Dec. 10, 1948; "International Labour Organization's Declaration on Fundamental Principles and Rights at Work," adopted by the International Labour Conference at its 86th session, Geneva, June 18, 1998 (annex revised June 15, 2010); "Guiding Principles on Business and Human Rights – Implementing the United Nations 'Protect Respect and Remedy' Framework," United Nations Human Rights Office of the High Commissioner, New York and Geneva, 2011; "United Nations Declaration on the Rights of Indigenous Peoples," resolution adopted by the General Assembly on Sept. 13, 2007; "Indigenous and Tribal Populations Convention No. 169 (1989)," International Labour Organization's revision to the Indigenous and Tribal Populations Convention No. 107 (1957)

- 2.7. Individuals and entities subject to this policy shall avoid infringing on the human rights of others and shall address known adverse human rights impacts on a case-by-case basis, using prudent business judgment.
- Individuals and entities subject to this policy shall seek to prevent or mitigate adverse human rights impacts that are caused by PNR's business, recognizing that each scenario and the due diligence required will vary in complexity based upon the risk of human rights impacts and the nature, context, and geographic scope of PNR's operations, products, and services, among other relevant considerations.
 - PNR recognizes that impact assessments should be ongoing and human rights risks may change over time as the geographic scope of its operations, products and services utilized, and operating context evolves.

3. REVIEW HISTORY

This document will be reviewed for relevance and accuracy every **3yr**, or as needed.

Version	Date	Reviewed By	Findings and Recommendations

Table 1: Review History

4. VERSION HISTORY

Documents in draft form are versioned A, B, C, etc.; after publication, documents are versioned 1, 2, 3, etc.

Version	Date	Writer	Comments
1	06/18/2020	JDBerry	Initial release of approved document.

Table 2: Version History

5. APPROVALS

Approver signature symbol(s) below represent wet signature(s) on file, and indicate signatories have read, fully understand, and endorse this document and its contents.

/s/	06/30/2020
<i>Signature</i>	<i>Date</i>
Ron Schindler	
Vice President, Legal and Chief Compliance Officer	
/s/	06/30/2020
<i>Signature</i>	<i>Date</i>
Tyson Taylor	
Vice President, Human Resources	
/s/	06/30/2020
<i>Signature</i>	<i>Date</i>
Caroline Braich	
Associate General Counsel	