

TABLE OF CONTENTS

1. STATEMENT OF PURPOSE.....2
2. POLICY STATEMENT2
3. REVIEW HISTORY3
4. VERSION HISTORY.....3
5. APPROVALS3

LIST OF TABLES

Table 1: Review History..... 3
Table 2: Version History..... 3

1. STATEMENT OF PURPOSE

Pioneer Natural Resources USA, Inc. (PNR) respects the individual, community, and environment. PNR is committed to protecting the environment from damage and protecting its employees and those who live near its areas of operation from injury and health risks.

PNR shall identify and manage Health, Safety, and Environmental (HSE) risks and impacts through business decisions, plans, and operations by fostering a culture of safety and environmental stewardship, as well as a proactive network of systems to ensure compliance with regulatory requirements.

This policy applies to all PNR employees. PNR expects contractors, vendors, and suppliers on PNR property for business-related purposes to identify and manage their own HSE risks and impacts in collaboration with PNR, and to maintain an HSE policy that meets or exceeds this policy.

This policy shall be implemented in accordance with the PNR HSE Management System.

2. POLICY STATEMENT

- 2.1. At risk behaviors and/or conditions will be identified and managed safely and responsibly. Individuals and entities covered under this policy are expected to take ownership of identified risks and are empowered to utilize stop work authority.
- 2.2. HSE incidents and/or compliance concerns will be addressed and reported in a timely manner.
- 2.3. Applicable federal, state, and local HSE regulatory requirements will be met or exceeded.
- 2.4. HSE continuous improvement will be facilitated by sharing knowledge and lessons learned, employing innovation, building skills, and recognizing opportunities to improve HSE performance and operational efficiency.

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
2	07/27/2020	JDBerry	Second 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/	07/29/2020
<i>Signature</i>	<i>Date</i>
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Jeff Rees	
Vice President, Domestic Law	