



COME WORK WITH US



You'll be happy too, when you join the Newpark Family!

www.newpark.com

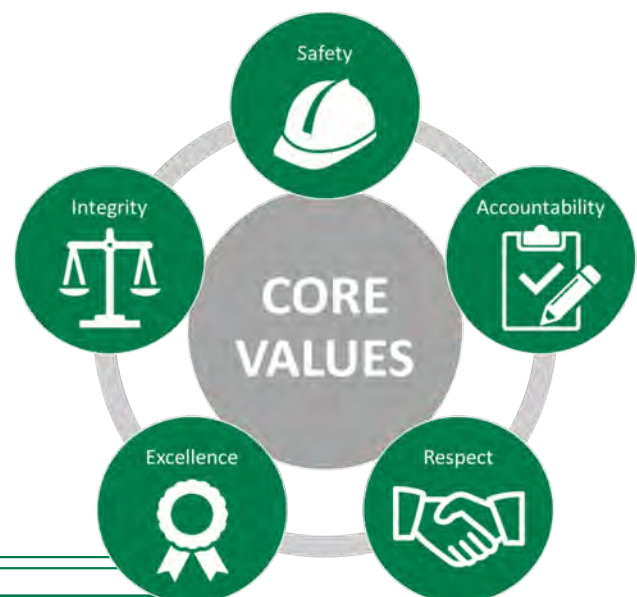
OUR GREATEST ASSETS ARE OUR PEOPLE



Newpark recognizes that our greatest assets are our people, and our long-term sustainability depends on our ability to attract, motivate, engage and retain the highly talented individuals that make up the Newpark Team. We appreciate our people and their achievements as we recognize they are integral to fully implementing our business strategy, which directly translates to improving our long-term profitability and increasing shareholder value. We are also aware that now, more than ever, acquiring exceptional talent into our workforce is increasingly important as we continue to raise the bar with innovations in technology and exceptional customer service.

Our Newpark family is brought together by a passion for our work, a common vision for the future, and a set of values that embody and reflect the culture of our company and commitments.

At the heart of it all, are our Core Values: Safety, Respect, Integrity, Accountability and Excellence, which are the foundation of everything we do here at Newpark. Inside are some of the key areas that demonstrate our commitments and values.



TALENT ACQUISITION & RETENTION



As an employer, we are committed to inclusive outreach efforts and nondiscrimination in hiring practices. This includes partnering with organizations connecting us with diverse candidates and identifying disparities to eliminate any practice that may exclude qualified candidates based on race, color, religion, national origin, sex (including sexual orientation, gender identity, and pregnancy), age, disability (physical or mental), genetic information, or parental status.

Newpark's Core Values are also an integral part of our selection process. Each employee we hire must show their commitment to our values of Safety, Respect, Integrity, Accountability and Excellence.

TOTAL REWARDS

To achieve our business strategies and to deliver long-term profitability and shareholder value, we understand that how we compensate our workforce must be based on fair and competitive total rewards programs, and we are committed to demonstrating our appreciation of our employees' contributions through fair and equitable pay practices. To support this, Newpark is committed to ensuring that all individuals are compensated equitably, firmly prohibiting pay discrimination of any kind, as well as providing each employee equal opportunity to contribute and advance in the workplace. Newpark encourages a pay-for-performance culture and we aim to identify and promote best practices in compensation, promotion, and career development, which we believe translates to growth and value to our shareholders.

Total Rewards Strategies:

- Pay for Performance compensation philosophy
- Short-term and long-term variable incentive offerings
- Employee Benefits
- Employee Stock Purchase Program

DIVERSITY & INCLUSION

Newpark is committed to providing a diverse and inclusive environment for all employees and for those with whom we conduct business. As a global company, the Newpark team supporting our customers spans more than 20 countries, of which more than half of our global employees reside outside of the United States. Our global footprint provides natural diversity within our organization and serves as a foundation to support an inclusive approach to everything that we do.

Ways we commit to diversity and inclusion are:

- Zero tolerance toward discrimination and harassment
- Local recruitment in the countries in which we operate
- Partnership with Veterans Organizations such as RecruitMilitary & Hero's Make America
- Advocating for a multi-generational workforce
- Supporting gender initiatives (diverse interview panels in selection process, fair compensation practices, proactive talent sourcing)
- Supporting flexibility in working arrangements to promote work-life balance and for working parents, including our adoption policy
- Focusing on the global environment with a truly global customer service orientation anchored in communication, collaboration, and respect





COMMUNITY OUTREACH

Newpark believes in giving back to the communities in which our employees work and live. We invest in philanthropic endeavors around the globe via volunteer hours as well as charitable contributions. We believe corporate and social responsibility are key in demonstrating our values and commitments. Below is a sample of some of the global organizations that we are proud to partner with to give back to our communities:

Newpark A.I.D. (employee program for natural disasters)	Ignazio Siblio
All Ears! Listening and Language Center	Jain Jagruti Central Board Charitable Trust
American Heart Association	Junior Achievement
Buckets of Rain	Sky High for Kids
Coaniquem Foundation	United Nations Children's Fund
Gulf Coast Regional Blood Center	YMCA Dragon Boat Races
Houston Food Bank	





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