

Slide 1 - Slide 1


The slide features a background image of an oil rig at night. In the top left corner, there is a logo for Precision Drilling and a smaller logo for Precision Skills University. In the top right corner, there are navigation buttons labeled 'Back' and 'Next'. The main text on the slide reads 'HIGH PERFORMANCE HIGH VALUE' in large, white, bold letters. Below this, in green, bold letters, is 'WHAT WE EXPECT OF YOU'. Underneath that, in green, bold letters, is 'MODULE 1: INTEGRITY'. At the bottom, in grey, bold letters, is 'LESSON 4: Trust'.

Text Captions

WHAT WE EXPECT OF YOU
MODULE 1: INTEGRITY

LESSON 4: Trust

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Welcome to

LESSON INTRO

WHAT WE EXPECT OF YOU
MODULE 1: INTEGRITY
LESSON 4: TRUST

The fourth lesson of **Precision Drilling's** Corporate Policy Compliance course.

- In Lesson 4, you will learn about trust and the importance for everyone at **Precision** to feel comfortable and free to communicate about issues at any time without fear of retaliation or losing their job.
- Once you have finished Lesson 4, you will understand how necessary it is to have an open, trusting environment and open communication in order to have an ethical work culture at **Precision**.
- When you are ready to begin Lesson 4, please click the "NEXT" button in the upper right hand corner.



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WHAT WE EXPECT OF YOU
MODULE 1: INTEGRITY
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CONSIDER

OUR BUSINESS IS A "PEOPLE" BUSINESS - BASED ON TRUST

It is so easy to overlook the fact that **Precision** is in the "People" Business. We get so involved in our projects and our equipment - our techniques and technologies - that we forget that the foundation of it all is people. When we communicate - with our customers and with each other - truthfulness and trust is key.

At **Precision** - it is vital for everyone to exchange ideas but also to bring up issues - any sort of issue - technical issues, safety issues, workplace issues. At **Precision**, we each need to trust each other in order to make working together and solving problems easier and better.



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CONSIDER

OUR BUSINESS IS A "PEOPLE" BUSINESS - BASED ON TRUST

As the 2011 Gulf of Mexico Macondo Well accident clearly illustrated, the oilfield can be a dangerous place to make a living. Every day, in many ways, **Precision's** Rig Crews put themselves on the line, assisting and helping our customers bring energy resources to market.

That's why everyone at **Precision** loves what they do: Working together, looking out for each other and trusting one another, we help safeguard each other every day and help to ensure we all safely return to our families, loved ones and homes without incident or accident - without injury or harm - each and every night.



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CONSIDER

OUR BUSINESS IS A “PEOPLE” BUSINESS - BASED ON TRUST



We depend on each other every day

- to work safely together as a team
- to help bring energy resources to market
- to solve technological problems
- to perfect our techniques
- to give our customers the best possible service

What if we had to do all of that in an environment where we weren't able to trust one another?

Trust is a key ingredient in **Precision's** ability to create the most ethical work environment for all employees.

Everyone at **Precision** needs to have complete freedom to express themselves - even about serious issues in the work place - in order for **Precision** to thrive.

Text Captions

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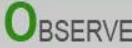
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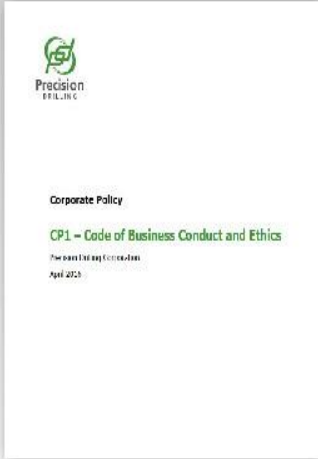

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OBSERVE

THE DEFINITION OF TRUST

What exactly does the word "Trust" actually mean?

Below, you will find the dictionary definition of the word "Trust."

Please study the definitions of "Trust" below in detail until you are satisfied with your understanding of them.

When you are finished, please click the "NEXT" button.

trust
/trəst/
noun

1. firm belief in the reliability, truth, ability, or strength of someone or something.
"relations have to be built on trust"
synonyms: confidence, belief, faith, certainty, assurance, conviction, credence, reliance
"good relationships are built on trust"

verb

1. believe in the reliability, truth, ability, or strength of.
"I should never have trusted her"
synonyms: rely on, depend on, bank on, count on, be sure of
"he can be trusted to carry out an impartial investigation"

Text Captions

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CP1 What We Expect

Upholding Precision's Standards and Seeking Help

Precision Drilling is dedicated to fair and honest business practices.

The success of our organization depends on each of us doing the right thing. Everyone who works for or on behalf of Precision must follow our policies and the law to ensure we maintain ethical business practices.

Our *CP1 Code of Business Conduct Policy* states the following:


"We expect you to carry out your responsibilities and always act with our high standard of ethics, integrity and professionalism".


Included in the list of examples is:

- ***Reporting any suspected breach of Precision's Code.***

If you become aware of a problem, it is your responsibility to say something. If you are ever unsure what to do, consult our policies or seek help.

Mouse over the icon below for a list of ways to report issues.

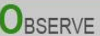




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- Chief Compliance Officer (CCO) or any member of the Compliance group
- Your Legal Representative or Precision's Corporate Legal Department
- The anonymous **EthicsPoint** Hotline
 - 1-866-292-8632 for US, Canada, and Middle East
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Text Captions

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CP1 What We Expect

Reporting Unethical Behavior

OBSERVE

Unethical behavior breaks the trust and the trusting environment at **Precision**. It jeopardizes employee safety and morale, shakes business partners' confidence, and can even violate local laws. Crossing ethical boundaries can lead to criminal or civil penalties, including fines and imprisonment.

When faced with an unethical situation or a need to report unethical behavior, seek guidance in **Precision's** Code of Business Conduct Policy, and don't be afraid to ask for help. You do not need absolute proof but simply a good faith belief that your report is true. Remember - **Precision** has a non-retaliation policy in place to protect anyone that reports violations in good faith.

Mouse over the icon below for a list of ways to report Unethical Behavior.






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OBSERVE


CP1 What We Expect

Conflicts of Interest

You have the obligation to disclose all real, potential and perceived conflicts of interest as soon as you become aware of such situation. **Precision** will also ask you to disclose any actual or potential conflicts of interest when you review the Code and certify your compliance each year.

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CP1 What We Expect


Reporting Fraud and Financial Crimes

Remember that fraud can be committed by an employee, a vendor, a partner and/or a customer. If you suspect fraud or a different type of financial crime is being committed, it is your obligation to report it immediately.

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CP1 What We Expect

Reporting Discrimination, Harassment and Workplace Violence


Observe

If you are a victim of harassment or witness it, say something. Tell the harasser the behavior is unwelcome and must stop. Next, report the incident to your supervisor or Human Resources as defined in Precision's Discrimination, Harassment and Workplace Violence Policy. If your supervisor is the harasser, report the issue to a HR representative or the Legal Department or through *EthicsPoint*.

If you experience retaliation for raising a concern, report it immediately to the Legal Department. It is everyone's responsibility to create a workplace where we all feel safe and respected.

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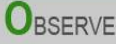


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CP1 What We Expect

Reporting Criminal Records

If you are charged with a criminal offense during your employment with **Precision**, you must tell your manager who, in turn, will inform their Vice President and Human Resources. You must also report it to the appropriate regulator if you are licensed for a particular skill or qualification as required by the Licensing body. You must advise your manager how you will plead, and if you are found guilty.

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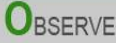


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OBSERVE

CP1 Audits and Investigations

Internal groups like Audit Services, Compliance, Legal and Human Resources may conduct investigations from time to time. You are required to cooperate with them, attend meetings as requested, and answer all questions fully and accurately. Do not obstruct or delay an investigation.

Tell the truth if you are asked questions in an investigation or legal proceeding involving us, any of our employees or our customers. Never make untrue or misleading statements or encourage anyone else to do so. Notify **Precision's** Legal Department if you are contacted by an outside investigator or authority.

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CP1 Non-Retaliation


Employees are encouraged to seek advice or raise concerns without fear of retaliation. We commend employees that have the courage to raise a flag, which allows us to identify and correct problems as soon and quickly as possible. **Precision Drilling** does not tolerate or permit any form of retaliation against employees - anyone who makes a report in good faith, even if the allegation ultimately is not substantiated. Making a good faith report means that you honestly believe what you are reporting is true. You do not need to have absolute proof to make a report.

Retaliation refers to a deliberate action taken against an employee who makes a report in good faith. Examples can include firing an employee or giving him or her the most undesirable tasks at work.

Sharing concerns helps us identify issues within our organization and allows us to limit our risks by identifying and resolving issues quickly. If you believe you or others are subject to retaliation for raising a concern or reporting a policy violation, report it immediately using any of the means mentioned on the next page.


Mouse over the icon below for a list of ways to report Retaliation.





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CP1 Non-Retaliation


Employees are encouraged to seek advice or raise concerns without fear of retaliation. We commend employees that have the courage to raise a flag, which allows us to identify and correct problems as soon and quickly as possible. **Precision Drilling** does not tolerate or permit any form of retaliation against employees - anyone who makes a report in good faith, even if the allegation ultimately is not substantiated. Making a good faith report means that you honestly believe what you are reporting is true. You do not need to have absolute proof to make a report.

Retaliation refers to a deliberate action taken against an employee who makes a report in good faith. Examples can include firing an employee or giving him or her the most undesirable tasks at work.

Sharing concerns helps us identify issues within our organization and allows us to limit our risks by identifying and resolving issues quickly. If you believe you or others are subject to retaliation for raising a concern or reporting a policy violation, report it immediately using any of the means mentioned on the next page.

Mouse over the icon below for a list of ways to report Retaliation.

- Your Direct Supervisor or Manager
- Human Resources Department, HR Manager or HR Representative
- Chief Compliance Officer (CCO) or any member of the Compliance group
- Your Legal Representative or **Precision's** Corporate Legal Department
- The anonymous **EthicsPoint** Hotline
 - 1-866-292-8632 for US, Canada, and Middle East
 - 1-800-840-7907 for Mexico.
 - go to www.precisiondrilling.com and click the secure **EthicsPoint** link at the bottom of the home page.
- Concerns may also be emailed to compliance@precisiondrilling.com



Text Captions

OBSERVE

CP1 Non-Retaliation

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POPUP TEXT:

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CP1 How to Report a Concern

You have a duty to report a violation of **Precision's** Code, the law, or any rules or regulations that apply to Precision. You have the obligation to inform your supervisor and/or HR representative as soon as you become aware of such situation. There will be no retaliation if you make a report in good faith.

Reporting a concern or asking a question can be done through one of the following channels:

- Your Direct Supervisor or Manager
- Human Resources Department, HR Manager or HR Representative
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Each of **Precision's** channels of communication is designed to ensure all reports are handled in a confidential manner.

Text Captions

OBSERVE

CP1 How to Report a Concern


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DEVELOP

In the next section of Lesson 4, you will further explore "Trust" through interactive Learning Activities.

When you are ready to begin this "Develop" Section, please click the "NEXT" button.

**Text Captions**

DEVELOP

In the next section of Lesson 4, you will further explore "Trust" through interactive Learning Activities.

When you are ready to begin this "Develop" Section, please click the "NEXT" button.

Slide 18 - Slide 18

The screenshot shows a presentation slide with a green header bar. On the left, there is a logo for Precision Castparts University, School of Business Support. The header text reads "WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY" and "LESSON 4: Trust". Navigation buttons for "Back" and "Next" are on the right. Below the header, the word "DEVELOP" is visible. The main content area has a dark grey header with the title "TIMELINE SCENARIO - RED FLAGS" and the subtitle "STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RED FLAGS". The content area is mostly empty, with a green border and a timeline bar at the bottom consisting of seven green dots connected by a line.

The screenshot shows a presentation slide with a green header bar. On the left, there is a logo for Precision Castparts University, School of Business Support. The header text reads "WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY" and "LESSON 4: Trust". Navigation buttons for "Back" and "Next" are on the right. Below the header, the word "DEVELOP" is visible. The main content area has a dark grey header with the title "TIMELINE SCENARIO - RED FLAGS" and the subtitle "STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RED FLAGS". The content area contains the following text:

NOVEMBER TO SEPTEMBER

Since November of last year, Bob has worked in Precision's Accounts Payable Department. He does a fairly good job and makes an average wage for his position and seniority.

The content area is framed by a green border, and a timeline bar at the bottom consists of seven green dots connected by a line.

TIMELINE SCENARIO - RED FLAGS*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RED FLAGS***OCTOBER**

A week into October, Bob confides to his Accounts Payable colleague, Mike, about his financial troubles due to his ongoing divorce battle and inability to pay his attorney's accumulating fees.

TIMELINE SCENARIO - RED FLAGS*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RED FLAGS***OCTOBER TO NOVEMBER**

During the next two months, Mike notices that whenever he asks Bob any sort of question about his handling of all Deep Drilling invoices, one of Precision's top customers, Bob becomes somewhat evasive, defensive and stubborn.

TIMELINE SCENARIO - RED FLAGS*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RED FLAGS*

DECEMBER

A month later, Mike asks Bob "How are things going with your money troubles?" Bob smiles and says, "Everything is taken care of."

Does Bob's conduct represent a "Red Flag" that should concern Mike enough to cause him to report Bob?

What should Mike do?

TIMELINE SCENARIO - RED FLAGS*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RED FLAGS*

SCENARIOS - WHAT SHOULD MIKE DO?

Scenario A: Mike should talk to Dennis, his supervisor in Accounts Payable, about Bob's personal legal problems and about giving Bob a raise.

Scenario B: Don't say anything; Mike doesn't have absolute proof that Bob has done anything wrong and so his conduct can't be considered a Red Flag.

Scenario C: Mike should talk to the Payroll Department about Bob's wages.

Scenario D: Mike should report Bob's behavior to an appropriate internal resource.

TIMELINE SCENARIO - RED FLAGS

STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RED FLAGS

ANSWERS - WHAT SHOULD MIKE DO?

Answer A: Divulging Bob's problems to get him a raise is not a proper course of action

Answer B: Absolute proof is not necessary to report Red Flags

Answer C: Bob's wages alone are not a Red Flag and the Payroll Department cannot do anything about the situation.

Answer E: Yes - this is proper - these Red Flags could be reported to Precision's Human Resources and/or Legal department - as well as Dennis, Bob's Boss.



TIMELINE SCENARIO - RED FLAGS

STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RED FLAGS

CONCLUSION

Everyone at Precision must be aware and cognizent of Red Flags that may require follow up.

In this situation, Bob's handling of the invoices and his behavior when Mike followed up with him about his financial woes could be Red Flags.

Do not hesitate to speak with your supervisor, a Human Resources representative, or a member of Precision's Legal department whenever you suspect any Red Flags.



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DEVELOP

TIMELINE SCENARIO - REPORTING VIOLATIONS
STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT ETHICS VIOLATIONS

Precision Pathways University
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DEVELOP

TIMELINE SCENARIO - REPORTING VIOLATIONS
STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT ETHICS VIOLATIONS

APRIL 3rd - 9AM

For years, Tim's supervisor, Nicole, and Tim enjoy a positive work environment in Precision's Payroll Department.

Early one morning, in April, Nicole asks Tim to alter certain data on Precision's Q1 payroll statement.

TIMELINE SCENARIO - REPORTING VIOLATIONS*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT ETHICS VIOLATIONS*

APRIL 3rd - 4PM

Later that afternoon, after thinking about Nicole's request, Tim asks Nicole for her rationale and for more information on her request. Immediately, Nicole becomes defensive.

Near closing time - Nicole walks over to Tim's work area and says, "Tim - just leave the Q1 documents on my desk."

Before Tim leaves for the day, he puts the Q1 Payroll documents on Nicole's desk.

TIMELINE SCENARIO - REPORTING VIOLATIONS*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT ETHICS VIOLATIONS*

MAY / JUNE

Since that day in April, Nicole has bought an expensive new car that she now drives to work every day and lots of new clothes, shoes and jewelry, which she flaunts and shows off to everyone in the office.

Tim doesn't have proof that Nicole did anything wrong - but he suspects a correlation between her altered Q1 Payroll Statement data and her new expensive lifestyle.

What should Tim do?

TIMELINE SCENARIO - REPORTING VIOLATIONS*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT ETHICS VIOLATIONS***SCENARIOS - WHAT SHOULD TIM DO?**

Scenario A: Tim should call Precision's EthicsPoint hotline to report Nicole's behavior.

Scenario B: Say nothing; Tim doesn't have absolute proof Nicole falsified the data.

Scenario C: Do nothing - based on Nicole's behavior when Tim questioned her about her request, Nicole is likely to retaliate against Tim if he reports her.

Scenario D: Bring the issue up at a departmental meeting so that others can see Nicole's reaction when she's accused in public in front of her peers.

TIMELINE SCENARIO - REPORTING VIOLATIONS*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT ETHICS VIOLATIONS***ANSWERS - WHAT SHOULD TIM DO?**

Answer A: Calling EthicsPoint is one proper course of action. Others include reporting the situation to Precision's Human Resources and/or Legal Department

Answer B: Absolute proof is not necessary to report fraud and misconduct

Answer C: Retaliation is not permitted in any way at Precision

Answer D: Accusing Nicole in public is not appropriate nor an effective way to handle the situation

TIMELINE SCENARIO - REPORTING VIOLATIONS*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT ETHICS VIOLATIONS***CONCLUSION**

Tim does not need to have definite proof Nicole committed fraud; his report need only be in good faith. Good faith does not mean that you have absolute proof, but that you honestly believe your report may be true and requires further investigation.

If you suspect fraud or another financial crime is being committed, it is your obligation to report it immediately to Precision.

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DEVELOP

TIMELINE SCENARIO - RETALIATION
STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RETALIATION ISSUES

TIMELINE SCENARIO - RETALIATION
STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RETALIATION ISSUES

SEPTEMBER 3

For the past four months, Linda has been doing a decent job, learning the Logistics Coordinator position at Precision. A much different job than Linda is used to, it is well beneath her experience and abilities, but she took it because she was laid off from her previous job. Although her salary is half of her previous job's salary, Linda takes her job at Precision seriously and professionally and does her best to learn the position.

One day, in the lunch room, Linda's Supervisor, Fred, secretly overhears Linda speaking to her co-workers about how she had been sending out resumes to better paying jobs - some to other departments at Precision. Fred says nothing to Linda.

TIMELINE SCENARIO - RETALIATION*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RETALIATION ISSUES***SEPTEMBER 4**

Fred is insulted and angry from inadvertently hearing about Linda's effort to get a better paying job. After all - Fred has been at Precision for 30 years and he hired Linda with the specific expectation that, when he retired in 4 years, Linda would take over his job.

The next day, for what seems like a very small insignificant infraction - Fred puts Linda on a company-wide probationary program where, for the next 60 days, Linda will be written up once a week. If she does well, her weekly writeup will be a good one. But if she does not do well, her weekly writeup will be a bad one. Too many bad weekly writeups over the next 60 days could result in Linda being terminated.

TIMELINE SCENARIO - RETALIATION*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RETALIATION ISSUES***OCTOBER**

Each week, for the next couple of months, Fred continues to pepper Linda's weekly probationary writeup reports with what seems like very petty, insignificant infractions - failing to take into account or report on all the things she does well.

Fred makes it a point to only focus on the mistakes she makes - no matter how small, irrelevant or easily fixed. Fred neglects to take into account whether they are mistakes an average person would make in the course of learning a new position. Fred also neglects to fully report on the actions Linda takes to correct her mistakes.

TIMELINE SCENARIO - RETALIATION*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RETALIATION ISSUES*

NOVEMBER 20

One afternoon - two days before Thanksgiving - and an hour before quitting time - Fred calls Linda into his office and shuts the door. "You're being let go as of today" he tells her. "Your weekly reports have not improved one bit." The news hits Linda like a ton of bricks. Even though her job has been frustrating, she needs it. Additionally - because she has not yet earned all the hours off she has been anticipating earning, Linda will not receive her full, paid Christmas vacation she has been planning.

Could Fred's conduct be considered Retaliation for Linda seeking another job?

TIMELINE SCENARIO - RETALIATION*STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RETALIATION ISSUES*

SCENARIOS - IS FRED'S CONDUCT RETALIATION?

Scenario A: NO - Because Fred put Linda on a weekly probationary program.

Scenario B: NO - Because Linda's Weekly Job Performance Reports were negative.

Scenario C: NO - Fred can do whatever he wants to because he's been with Precision for 30 years.

Scenario D: NO - Fred can do whatever he wants to Linda because he hired Linda and is her boss.

TIMELINE SCENARIO - RETALIATION

STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RETALIATION ISSUES

ANSWERS - IS FRED'S CONDUCT RETALIATION?

Answer A: YES - there was no real justification for the probationary program.

Answer B: YES - Fred stacked the deck against Linda and the weekly pressure of being reported for all her mistakes made it impossible for her to keep her job.

Answer C: YES - Being with Precision for 30 years does not grant any special rights

Answer D: YES - Just because Fred hired Linda and was her boss does not give him the right to do whatever he wants to her.


TIMELINE SCENARIO - RETALIATION

STEP THROUGH THE TIMELINE TO LEARN HOW TO REPORT RETALIATION ISSUES

CONCLUSION

Putting an employee on a probationary program for false and/or personal reasons in order to secretly get rid of an employee can be considered retaliation and is indicative of fraud. In this case, Fred's weekly reports complaining about small infractions - some made up by Fred - may be a form of retaliation. Depriving an employee of benefits in the process of drumming them out of the company for personal, questionable, insignificant reasons is also retaliation and fraud and leaves the company vulnerable. If you suspect retaliation is being committed against you, it is your obligation to report it immediately to the proper Precision authorities.

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EXAM

In the final “Exam” section of Lesson 4, you will be asked some simple questions in the form of Knowledge Checks to showcase your mastery of Lesson 4 course material.

When you are ready to take this short, ungraded quiz, please click the “NEXT” button.




Text Captions

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WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY
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True/False

EXAM

Unethical behavior breaks the trust and the trusting environment at **Precision**. It jeopardizes employee safety and morale, shakes business partners' confidence, and can even violate local laws. Crossing ethical boundaries can lead to criminal or civil penalties, including fines and imprisonment.

☒ A) True
☐ B) False

Review Area

You must answer the question before continuing.

Question 1 of 5

<< >>

Submit

Text Captions


EXAM

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- A) True
- B) False

Question 1 of 5

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WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY
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True/False

EXAM

You have the obligation to disclose all real, potential and perceived conflicts of interest as soon as you become aware of such situation. You will also be asked to disclose any actual or potential conflicts of interest when you review the Code and certify your compliance each year.

☒ A) True
☐ B) False

Review Area
Review Area

You must answer the question before continuing.

Question 2 of 5

<< >>

Submit

Text Captions


EXAM

You have the obligation to disclose all real, potential and perceived conflicts of interest as soon as you become aware of such situation. You will also be asked to disclose any actual or potential conflicts of interest when you review the Code and certify your compliance each year.

- A) True
B) False

Question 2 of 5

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WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY
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Multiple Choice

EXAM

Please select the best answer

Which comment below about **Precision's** Retaliation policy is most correct?

☐ A) **Precision Drilling** does not tolerate or permit any form of retaliation against employees.

☐ B) You do not need to have absolute proof to make a report.

☐ C) Retaliation refers to a deliberate action taken against an employee who makes a report in good faith.

☐ D) Examples can include firing an employee or giving him or her the most undesirable tasks at work.

☒ E) All of the above

Review Area

You must answer the question before continuing.

Question 3 of 5

<< >>

Submit

Text Captions


EXAM

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- A) **Precision Drilling** does not tolerate or permit any form of retaliation against employees.
- B) You do not need to have absolute proof to make a report.
- C) Retaliation refers to a deliberate action taken against an employee who makes a report in good faith.
- D) Examples can include firing an employee or giving him or her the most undesirable tasks at work.
- E) All of the above

Question 3 of 5

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WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY
LESSON 4: Trust

Multiple Choice

EXAM

Please select the best answer

Which comment below about **Precision's** CP1 Code of Business Conduct policy is most correct?

☐ A) **Precision Drilling** is dedicated to fair and honest business practices.

☐ B) The success of our organization depends on each of us doing the right thing.

☐ C) Everyone who works for or on behalf of **Precision** must follow our policies and the law to ensure we maintain ethical business practices.

☐ D) Reporting any suspected breach of **Precision's** Code is part of **Precision's** CP1 Code of Business Conduct policy.

☒ E) All of the Above

Review Area

You must answer the question before continuing.

Question 4 of 5

<< >>

Submit

Text Captions


EXAM

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- D) Reporting any suspected breach of **Precision's** Code is part of **Precision's** CP1 Code of Business Conduct policy.
- E) All of the Above

Question 4 of 5

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WHAT WE EXPECT OF YOU - MODULE 1: INTEGRITY
LESSON 4: Trust

Multiple Choice

EXAM

Please select the best answer

Reporting a concern or asking a question can be done by contacting:

☐ A) Your Direct Supervisor or Manager

☐ B) Human Resources Department, HR Manager or HR Representative

☐ C) Chief Compliance Officer (CCO) or any member of the Compliance group

☐ D) Your Legal Representative or Precision's Corporate Legal Department

☐ E) The anonymous EthicsPoint Hotline

☐ F) compliance@precisiondrilling.com

☒ G) All of the above

Review Area

You must answer the question before continuing.

Question 5 of 5

<< >>

Submit

Text Captions

EXAM


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Reporting a concern or asking a question can be done by contacting:

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- G) All of the above

Question 5 of 5

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Results

You Scored: {score}

Maximum Score: {max-score}

Correct Questions: {correct-question}

Total Questions: {total-questions}

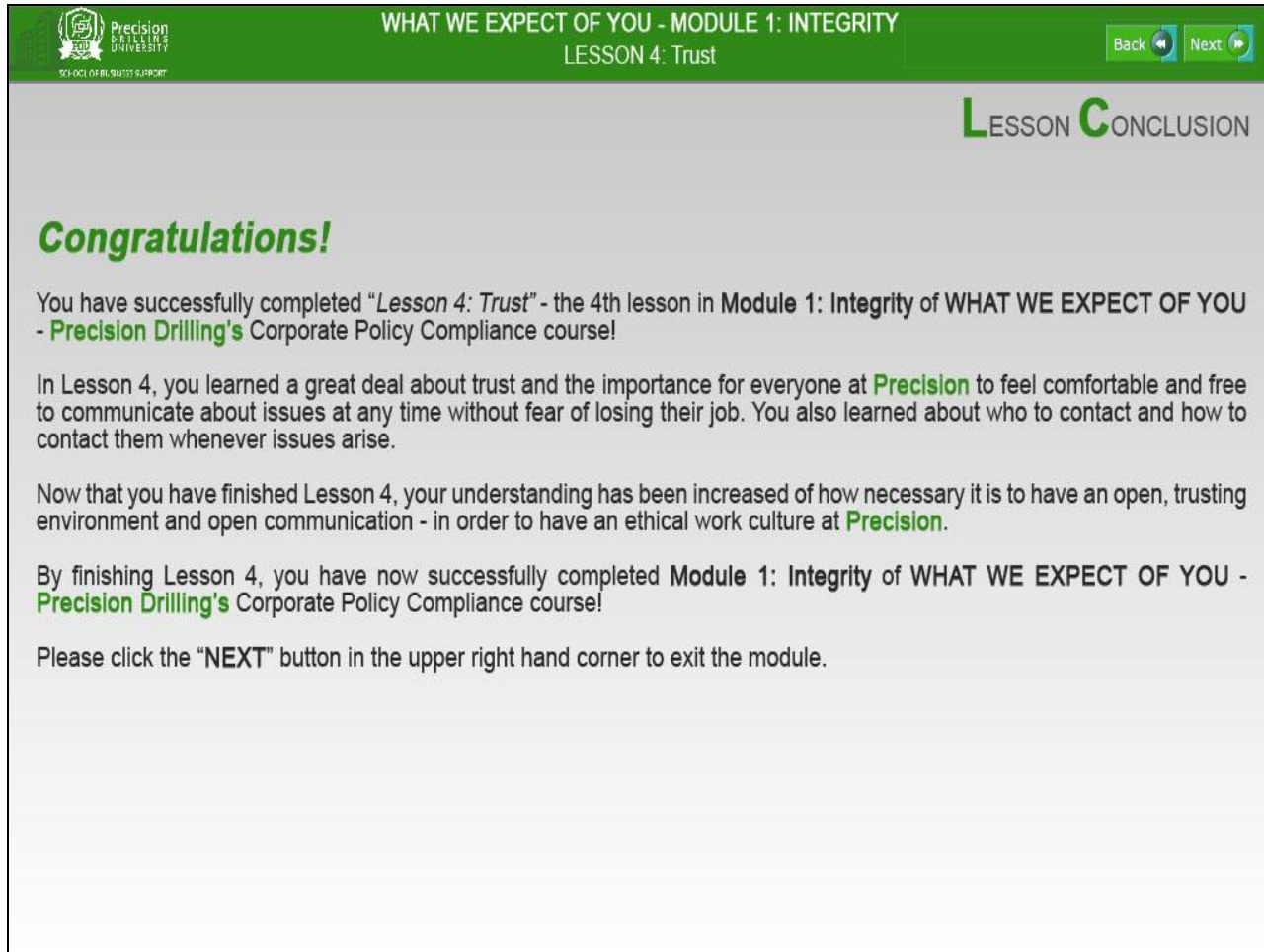
Accuracy: {percent}

Attempts: {total-attempts}

[Continue](#) [Review Quiz](#)

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LESSON CONCLUSION

Congratulations!

You have successfully completed "Lesson 4: Trust" - the 4th lesson in **Module 1: Integrity** of **WHAT WE EXPECT OF YOU** - **Precision Drilling's** Corporate Policy Compliance course!

In Lesson 4, you learned a great deal about trust and the importance for everyone at **Precision** to feel comfortable and free to communicate about issues at any time without fear of losing their job. You also learned about who to contact and how to contact them whenever issues arise.

Now that you have finished Lesson 4, your understanding has been increased of how necessary it is to have an open, trusting environment and open communication - in order to have an ethical work culture at **Precision**.

By finishing Lesson 4, you have now successfully completed **Module 1: Integrity** of **WHAT WE EXPECT OF YOU** - **Precision Drilling's** Corporate Policy Compliance course!

Please click the "NEXT" button in the upper right hand corner to exit the module.

Text Captions

LESSON CONCLUSION

Congratulations!

You have successfully completed "Lesson 4: Trust" - the 4th lesson in **Module 1: Integrity** of **WHAT WE EXPECT OF YOU** - **Precision Drilling's** Corporate Policy Compliance course!

In Lesson 4, you learned a great deal about trust and the importance for everyone at **Precision** to feel comfortable and free to communicate about issues at any time without fear of losing their job. You also learned about who to contact and how to contact them whenever issues arise.

Now that you have finished Lesson 4, your understanding has been increased of how necessary it is to have an open, trusting environment and open communication - in order to have an ethical work culture at **Precision**.

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Please click the "NEXT" button in the upper right hand corner to exit the module.