



## BUSINESS PARTNER EXPECTATIONS

At Natural Resource Partners (NRP), we strive to apply high ethical, moral, and legal principles in every aspect of business conduct and consider our reputation for fairness and integrity to be a core tenet of how we do business. To that end, our business partners are expected to use good judgement in all dealings and to conduct business affairs in a manner to ensure NRP's unquestionable integrity.

The following business partner expectations outline the minimum standards required from our valued lessees, suppliers, and vendors. We also encourage our business partners to work among their own value chains to promote conduct in line with these principles.

NRP business partners are expected to:

- Comply in all respects with both the letter and spirit of applicable laws, rules, and regulations
- Maintain confidentiality of information entrusted to them by NRP, including material non-public information, except when disclosure is authorized or legally mandated
- Protect NRP's assets, including funds, property, and time to ensure their efficient use, and do everything possible to maintain the security of NRP's communications networks
- Respect individuals, showing courtesy and consideration and fostering personal dignity
- Promote non-discrimination in hiring and employment practices and make decisions about hiring, salary, benefits, training opportunities, work assignments, advancement, discipline, termination, and retirement solely on the basis of a person's ability to do the job
- Maintain a safe, healthy, and orderly workplace free of harassment of any kind
- Recognize and respect the right to free association, including joining any association
- Hold the highest regard for the environment, the safety and well-being of employees, and the general public

All business partners are encouraged and obligated to report violations of laws, rules, regulations, or ethical violations to appropriate NRP personnel. The company also maintains an Ethics Hotline (713.751.7586) for anonymous reporting of violations.