

WEATHERFORD INTERNATIONAL LTD.

PERSONAL CONDUCT POLICY

In all organizations, it is necessary to have rules that everyone must follow to maintain a positive work environment. These rules are necessary to protect the cohesive work force against disruption. Most employees will not be affected by these rules as their work habits and conduct are acceptable.

The primary source of discipline for our employees is self-discipline. However, the Company has established rules and regulations to protect the health, safety and welfare of each employee and to provide a safe and efficient work environment. The publishing of the rules and regulations is necessary in order to effect fair and consistent discipline throughout our operations. Although it is not our intention to list every item that could lead to corrective action, the following acts of misconduct will not be tolerated and are considered to be contrary to the best interests of our employees, customers, the Company and others on Company property.

Employees engaging in the following acts may subject themselves to disciplinary action up to and including reprimand, suspension, or termination depending upon the seriousness of the offense and/or the employee's overall record.

1. Smoking or introducing smoking materials into restricted areas.
2. Theft, willful destruction or defacing property of the Company, a customer, another employee or another person.
3. Possessing, carrying or storing complete or parts of firearms, weapons, exploding or dangerous devices or materials on or in Company or customer property.
4. Possessing, storing, drinking, using, or being under the influence of alcohol, narcotics or illegal drugs while on duty, on Company property, on customer property, operating Company vehicles, or operating a vehicle on Company business.
5. Improper conduct including but not limited to criminal conduct, fighting, horseplay, practical jokes or indecency.
6. Threatening, harassing, coercing, intimidating or abusing another employee or person.
7. Insubordination, disobedience or failure or refusal to follow a lawful direct order or instruction.
8. Violation of safety rules or a poor safety/accident record. Failure to follow Company safety rules, such as the failure to wear the required personal protective equipment and/or the failure to follow the Company prescribed safety practices and procedures. Failure to report any injury immediately or failure to follow medical advice after an industrial accident.
9. Possession of cameras, televisions or radios on Company property without proper authorization or taking photographs on Company or customer property without proper authorization.
10. Sleeping, dozing or misuse of Company time while on duty.
11. Leaving your assigned job during working hours without permission.
12. Altering, falsifying, or defacing your own or another employee's time card or time records, or permitting another employee to alter, falsify, or deface your own time card or time record. Falsification of an Application for Employment or any other Company records.
13. Obtaining Company benefits, compensation or an excused absence under false pretenses.

14. Gambling or promoting gambling on Company premises.
15. Disclosure, removal, or misuse of Company drawings, documents or records.
16. Negligence in the care or use of Company property.
17. Failure to follow Federal, State, County and local laws and ordinances while operating Company vehicles.
18. Failure to maintain a driving record acceptable to a Company insurer.
19. Unauthorized use of Company vehicles or failing to immediately report a vehicle accident.
20. Trespassing on Company or customer property.
21. Displaying on Company property, clothing, articles or printed material that which represents or contains obscene or offensive pictures, statements or slogans.
22. Failure to reveal or disclose a disease or condition which may endanger the health, safety or welfare of other employees or persons on Company property.
23. Failure to comply with Federal, State and local laws and ordinances pertaining to environmental regulations while on Company or customer premises.