



UNIT CORPORATION CORPORATE RESPONSIBILITY

Our Goals

We strive to:

- conduct our business under high standards of corporate governance;
- safeguard and promote the welfare of our employees and the public; and
- minimize our operations impact on the environment.

Corporate Governance

Our Board of Directors is committed to sound corporate governance. To that end, our Board:

- maintains three primary committees, Nominating and Governance, Compensation, and Audit, each composed of independent outside directors and operated under a written charter;
- has written Corporate Governance Guidelines; and
- has adopted a written Code of Business Conduct and Ethics which is also applicable to all our employees.

The Nominating and Governance Committee:

- advises the Board on governance matters, identifying best practices and recommending corporate governance principles;

- advises the Board on giving proper attention and effectively responding to stockholder concerns regarding corporate governance;
- defines the criteria for director independence;
- advises the Board on its size and composition; and
- applies Board-approved criteria to identify and recommend qualified directors for Board and committee membership.

Our Compensation Committee:

- administers our corporate compensation program;
- reviews and approves the goals and objectives of our CEO;
- recommends appropriate compensation for the CEO and all executive officers;
- determines compensation for Board members;
- oversees the design and administration of the company's stock based compensation plans; and
- is composed of directors who have no interlocking relationships, either individually or as officers or directors of a business entity, with any of our executive officers.

Our Audit Committee:

- monitors the quality and integrity of our accounting, auditing and financial reporting practices;
- participates, where needed or required, in our legal and regulatory compliance efforts;
- requires each committee member be financially literate and qualified to review financial statements;
- oversees our internal and outside auditors, and monitors our efforts relating to our internal controls over financial reporting;
- discusses with our outside auditors the importance of auditor independence from management and determines that our outside auditor meets independence requirements;
- provides input on the quality of the accounting principles and the reasonableness of significant judgments; and
- reviews the clarity of disclosures in our annual and periodic financial statements and approves any related press releases prior to release or public filing.

We have adopted a formal Accounting and Auditing Complaint Procedure. This procedure:

- provides that no employee will be retaliated against for reporting their concerns about our accounting, internal accounting controls or auditing practices;
- mandates that we maintain a toll-free Compliance Report Line staffed by an independent third party, providing our employees a means to anonymously report any concerns they may have regarding our financial practices or reports; and

- is part of our larger Corporate Compliance Program, a comprehensive program designed to assist our employees in complying with all applicable laws and to reflect our corporate commitment to operate legally and with sound business ethics.

Safety, Health and Environmental Management

Our Safety, Health & Environmental (SH&E) Policy affirms our commitment to protecting the safety and health of our employees, contractors and the general public while maintaining the quality of the environment in which we operate. We believe that all occupational injuries, illnesses and environmental incidents are unacceptable and are committed to eliminating hazards and safely managing those hazards that can't be eliminated. We strive to comply with all federal, state, local and industry safety, health and environmental laws and regulations. We commit to:

- recognize that no business operation is so important that it should knowingly be performed at the expense of safety, health or the environment -
 - our Refusal to Work Policy provides a means for employees to ensure any SH&E concerns they have are addressed before performing a work assignment;
 - we also have a Reporting Hotline independent of our financial reporting Compliance Report Line. Employees are encouraged to report any SH&E hazards, violations or other concerns. Employees contacting the hotline have the option of remaining anonymous.
- devote the resources necessary for effective safety, health and environmental management -
 - the SH&E Department is staffed by 15 full time professionals, ten of whom are field personnel providing daily oversight and support to operations;
 - over the last 3 years we have spent more than \$5.4 million dollars on SH&E equipment to ensure our employees have the tools needed to safely perform their jobs.
- utilize management systems and standards to continuously improve our performance -
 - we have developed and implemented formal management systems and standards defining measurable SH&E responsibilities for our affected employees. Our standards define:
 - specific activities for all managers;
 - mandatory training requirements;
 - personal protective equipment requirements;
 - the reporting and investigation of accidents and near-misses;
 - the frequency of inspections and audits;
 - required SH&E communications to employees.
- educate employees about the company's safety, health and environmental policies as well as applicable laws and regulations -
 - our affected employees are provided formal education and training including:
 - orientation training prior to reporting to the work site;
 - operations managers receive formal training and scheduled, periodic training;
 - operator qualification training specific to job assignment;
 - new rig managers attend an extensive 21 day training course;
 - rig managers and drillers attend a New Employee Training Program teachers course;
 - drilling company employees are enrolled in a 90 day New Employee Training Program;
 - monthly training on prescribed topics;

- well control training for rig managers and drillers;
 - first aid and CPR training for defined positions.
- ensure that every employee and contractor recognizes they are responsible and accountable for their individual safety, health and environmental performance as well as that of the personnel in their charge -
 - we provide all new employees a copy of the Employee Health, Safety & Environmental Handbook during orientation. The handbook defines employee SH&E responsibilities and accountabilities. A quiz is administered to ensure our employees are aware of and understand their responsibilities;
 - we prohibit the use of illegal substances. New employees are subject to illegal substance testing prior to hiring. Random, reasonable-suspicion and post-accident testing is also conducted;
 - our contractors sign and agree to work under the terms of a Master Service Agreement that defines their SH&E responsibilities.
 - design, operate, inspect and maintain our equipment and facilities to protect employees, contractors, the public and the environment from incidents involving our activities -
 - we have professional engineering and maintenance groups responsible for ensuring the integrity of our equipment. The groups utilize formal management standards and systems to measure compliance to our standards.
 - routinely inspect and audit safety, health and environmental performance in our operations to ensure compliance with company policies and applicable laws and regulations -
 - we conduct formal, scheduled inspections and audits of our equipment and operations including:
 - pipelines and processing plants;
 - production systems and facilities;
 - drilling rigs and the equipment utilized on the rigs.
 - we utilize an Action Item Tracking System to ensure all items requiring action are assigned a due date and tracked through closure.
 - include safety, health and environmental performance measurements in the management reporting system -
 - employee performance reviews will include a safety, health and environmental performance measurement;
 - formal monthly, quarterly and annual reports measuring SH&E performance are provided to company management;
 - annual performance goals are set, measured and utilized as a quantitative component in employee performance reviews.
 - require every employee and contractor to abide by this policy -
 - our Discipline Policy states any violation of our SH&E rules or deviation from SH&E policies or procedures provides for disciplinary action up to and including immediate termination. All employees sign the policy acknowledging receipt and understanding;

- contractors are held accountable to this requirement via the provisions of our Master Service Agreement;
- our management embraces this requirement.

Environmental Stewardship and Community Support

We recognize our responsibility to the communities we serve. Our goal is to be a corporate "good neighbor" by supporting the communities and preserving the environments in which we operate. The majority of our operations are associated with natural gas, the cleanest burning and most energy efficient hydrocarbon fuel source available. Across our operations we are evaluating and implementing cleaner and more environmentally friendly ways to conduct our business:

- we devote necessary resources to environmental compliance by staffing in house professionals that provide daily oversight and support to operations. These experts review current and upcoming regulatory requirements, ensure regulatory compliance, and provide operations training to effectively reduce environmental impact. These professionals interact with emergency management personnel, government agents, and other interested parties within the communities in which we operate;
- in our Rocky Mountain drilling operations we have implemented a multi-well skidding system that enables us to reduce our environmental footprint by drilling multiple wells from a single location, minimizing the disruption of the natural habitat and mating practices of certain native species;
- we have upgraded a number of our older diesel engines on rigs operating in environmentally sensitive areas with more efficient and environmentally friendly engines that release significantly fewer emissions into the atmosphere;
- a program has been initiated to install remote monitoring and surveillance equipment on select wells. This equipment will reduce downtime and assist in identifying situations which could result in a release to the environment.

Our company and employees have a history of supporting local communities through fundraising and charitable activities:

- since 1997 we have donated to the Oklahoma Energy Resources Board (OERB), a private agency that cleans up orphaned and abandoned well-sites in Oklahoma. The environmental restoration projects undertaken by the OERB are done at no cost to landowners or taxpayers, and over 8,000 abandoned well sites have been restored under this program. In addition to well-site restoration, the OERB provides education programs to over a million students in Oklahoma, as well as providing financial assistance for weatherization costs to low-income households in the state. Our contributions to the OERB have exceeded \$550,000 over the last three years;
- last year we contributed to over 40 organizations, including the Chamber of Commerce, the United Way, and numerous museums and educational organizations;
- although the campaign ultimately proved unsuccessful, in 2007 we pledged \$1 million to the "Our River Yes" campaign, a public-private initiative dedicated to improving recreational facilities and providing economic stimulation along a 12-mile stretch of the Arkansas River in Tulsa County, Oklahoma;
- in 2006, we donated \$100,000 to establish the Unit Corporation Presidential Scholarship Endowment Fund for the College of Engineering and Natural Sciences at the University of Tulsa; our donation will be used to provide merit-based scholarships to selected freshman who qualify for the University's

Presidential Scholarship Program, and who are enrolled in the University's College of Engineering and Natural Sciences;

- our employees participate in a Christmas food and toy drive benefiting area children;
- Tulsa employees participate in a paper recycling program, proceeds from which are donated to a public elementary school;
- we joined forces with a local bank to co-sponsor a residential housing construction project for the Tulsa, Oklahoma area Habitat for Humanity, and the joint effort resulted in the December 2008 completion of a home for a qualifying Tulsa area family;
- we have paid the first \$125,000 installment of our \$250,000 contribution pledged toward construction of a new baseball stadium for Tulsa, part of our continuing commitment to the renewal of downtown Tulsa and the strengthening of our local economy.

Commitment to Equal Employment and Non-Discrimination

We are an Equal Employment Opportunity employer and do not discriminate in our hiring practices or any employer/employee relations based on race, color, religion, sex, national origin, age, disability or veteran's status.

Our Code of Business Conduct clearly prohibits our employees from engaging in discrimination or harassment of any kind.

We require all employees to adhere to these policies. Our anonymous reporting systems afford all employees additional safeguards for addressing possible compliance issues.

We will annually review and report on any significant changes or enhancements to our operations in any of the areas of corporate responsibility set forth above.

Dated June 30, 2009