



Slavery and Human Trafficking Statement

REPORTING FOR FISCAL YEAR 2021

The Modern Slavery Act 2015 (the Act) requires companies operating in United Kingdom to establish and report steps taken and controls in place to address modern slavery risks in their business operations and global supply chains. The Halliburton entities signing below approve and release this statement in compliance with the Act for fiscal year ending 31 December 2021. This statement describes the business structure, relevant policies and ongoing efforts of Halliburton to reduce the possibility of slavery and human trafficking occurring in its operations and global supply chains. In addition to satisfying its obligations under the Act, Halliburton intends to use this statement to enable customers, suppliers and other stakeholders to make informed choices about the companies they support.

ABOUT HALLIBURTON

Founded in 1919, Halliburton is one of the world's largest providers of products and services to the energy industry. With over 40,000 employees, representing 130 nationalities in more than 70 countries, Halliburton helps its customers maximise value throughout the life cycle of the reservoir – from locating hydrocarbons and managing geological data; to drilling and formation evaluation, well construction and completion; and optimising production throughout the life of the asset.

Our experts collaborate and engineer solutions to help customers maximize value throughout the lifecycle of the reservoir. We combine technology, services and execution expertise to assist our customers with hydrocarbons location, geological data management, drilling and formation evaluation, well construction and completion, and production optimization throughout the life of their asset.

Halliburton stockholders, customers, suppliers and employees represent virtually every

race, nationality, religion, culture, political philosophy and language. This diversity supports Halliburton's business excellence, and embodies our respect for human rights and the dignity of all people.

Halliburton values are its corporate DNA, and are fundamental to how our employees relate to each other and to all those with whom they interact. Three of these critical values include:

- » **Integrity:** Ethics and integrity are the foundation of our brand and the guiding principles for all we do.
- » **Safety:** Priority number one. We are focused on our own personal safety as well as the safety of others.
- » **Respect:** We value diversity and equality. It makes us stronger, more innovative, and better positioned for success. We are committed to inclusion across race, gender, nationality, religion, identity, experience, and any other unique attribute. We are honest with ourselves, welcome different viewpoints, and empower each other to be authentic.



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ABOUT HALLIBURTON CONSOLIDATED PTY LTD

STRUCTURE

This statement relates to Halliburton Manufacturing and Services Ltd and Landmark Technology Holdings Inc.

Full legal name as registered with ASIC	Halliburton Manufacturing and Services Ltd
Company Registration Number	00611451
Registered office address	Building 4, Chiswick Park, London W4 5YE
Date of establishment	1965
Approximate number of employees	1600

Halliburton Manufacturing and Services Ltd (HMSL), a company incorporated in England with Company Number 00611451 whose registered office is at Building 4, Chiswick Park, London W4 5YE, has operated in the UK since 1965 from its headquarters in Aberdeen, Scotland. It employs 1,600 employees to provide a full range of well services to UK and European clients.

Landmark Technology Holdings Inc. (which is a company incorporated in the U.S., with Company Number 6940361) provides specialist geological and geophysical software to support global clients, including those in the UK, from its Houston-based headquarters.

OPERATIONS AND SUPPLY CHAIN

HMSL provides oil and gas services to exploration and production companies in the UK. The following examples illustrate the scope of Halliburton's work in the UK.

- » **Cementing:** this is a crucial element of drilling operations, ensuring well stability and safety.
- » **Baroid:** provides drilling fluid services to customers to aid in drilling and exploration operations (reinforcing well stability and enabling directional drilling in difficult rock formations).
- » **Wireline & Perforating:** provides drilling engineering solutions to maximise reservoir potential for our clients.
- » **Production Enhancement/Production Solutions:** provide innovative production enhancement solutions.

The HMSL supply chain function comprises procurement, materials and logistics teams. It is part of the global Halliburton supply chain function, which has team members working in nearly every country where Halliburton operates. Halliburton has 18 manufacturing centres spanning the globe (including one in the UK) that are part of the global Halliburton supply chain function.

HALLIBURTON



Based in the UK, the Baroid procurement team is responsible for purchasing and supplying Baroid drilling and completion fluid chemical products across the Eastern Hemisphere. Streamlining procurement through the HMSL supply chain is a key link for executing global Baroid product strategies and for optimising ordering within regions that have extensive knowledge of Baroid products, along with geographic-specific import and export requirements.

HMSL mobilises goods and services to support UK operations, including, but not limited to, proprietary oilfield tools (such as downhole tools required for wireline and slickline operations); specialty and commodity chemicals (such as cement and proppant); rolling equipment; maintenance, repair and operational (MRO) supplies and equipment; machinery; third-party inspection and testing; safety equipment; contingent labour; transport services and customs brokerage; construction and facilities; and IT and business services.

HMSL uses the global Halliburton supply chain and manufacturing network to source special oilfield resources. It orders and imports assets, equipment and products from various Halliburton manufacturing centres and field plants across the world. Halliburton UK prefers to source closest to the point of end use, exploring local and indigenous suppliers whenever possible to obtain faster lead times and lower costs on freight, and to purchase products and services that meet local compliance standards.

Halliburton maintains the highest standards of corporate citizenship throughout its global operations and requires the same from its

suppliers. Halliburton strives to maximize the positive economic and social impacts of its value chain while minimising environmental impacts. Halliburton engages local and diverse suppliers in the countries where it operates, which exemplifies good corporate citizenship and good business, as Halliburton increases the strength and resiliency of its supply chains.

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

As a wholly owned subsidiary within a consolidated global supply chain, Halliburton Manufacturing and Services Ltd operates in accordance with Halliburton Company policies and procedures. Consequently, Halliburton Manufacturing and Services Ltd has implemented all changes that Halliburton has in place to assess and address modern slavery on a global scale.

POLICIES

Halliburton is committed to complying with the requirements of all applicable employment, labour and human rights laws to ensure fair and ethical employment practices. This includes Halliburton's policies regarding non-discrimination, minimum age, freedom of association and fair compensation, as well as its policies on health, safety and security for employees. As part of its commitment to fair and ethical employment practices, Halliburton created a [Code of Business Conduct \(COBC\)](#), which sets forth the requirement that its suppliers will uphold the fundamental rights of their employees as stated in the Universal Declaration of Human Rights expressed by the United Nations.



The COBC requires that all employees, directors, officers and third parties that conduct business with Halliburton, or on its behalf, will act with fairness, integrity and high standards of personal and business ethics. All employees are accountable for upholding the COBC and for reporting potential violations of the COBC or the law to the Global Ethics & Compliance group through the Ethics Helpline or another method. The Ethics Helpline is operated by a third-party agency and is available 24/7 in multiple languages. Reports can be made anonymously. Halliburton policies strictly prohibit retaliation for reporting potential violations of the COBC or the law.

Halliburton will only conduct business with those who share its commitment to human rights. The [Halliburton Human Rights Statement](#), [Supplier Ethics Statement](#) and [Supplier Ethics Letter](#) outline Halliburton's commitment to corporate social responsibility and global citizenship.

Any persons or entities conducting business with Halliburton are expected to uphold the same ethical standards, and to comply with all applicable employment, labour and human rights laws to ensure that fair and ethical employment practices are followed in the countries in which they operate.

This includes treating employees and contractors with dignity and respect; safeguarding against discrimination; following minimum age

requirement laws; respecting the right to freely choose employment; and providing safe working conditions, reasonable working hours and fair compensation. The Supplier Ethics Letter, available in 10 languages, is provided to all suppliers during both the tendering and onboarding processes. All three documents are always available on Halliburton's external website.

Halliburton adopted an internal [Human Rights Policy](#) to further demonstrate our commitment to, and respect for, human rights. This policy defines Halliburton's standards and principles with respect to human rights. It also provides guidance to employees regarding their human rights responsibilities and explains how Halliburton will enforce the policy.

Specifically, the Human Rights Policy establishes guidelines related to the following:

- » Non-discrimination and anti-harassment policies
- » Privacy
- » Adherence to local laws regarding work hours, wages and benefits
- » Collective bargaining and freedom of association
- » Safe and healthy work environments
- » Workplace security
- » Prohibition on child labour and forced labour
- » Expectations of suppliers
- » How to report concerns
- » Halliburton's anti-retaliation policy

DUE DILIGENCE PROCESS

Halliburton continuously performs due diligence on its own operations through the Global Ethics and Compliance group of the Law Department, the COBC and the Ethics Helpline. Our Internal Assurance Services (IAS) group also conducts regular audits of the global supply chain function.

Halliburton performs due diligence, in a variety of ways, on suppliers regarding slavery and human trafficking. Halliburton communicates its expectations of suppliers regarding human rights through the Supplier Ethics Letter and the Supplier Ethics Statement and requires suppliers to contractually commit to protecting and upholding the fundamental human rights of their employees as stated in the Universal Declaration of Human Rights.

During onboarding, Halliburton requires potential suppliers to undergo a risk-evaluation process that covers export controls and sanctions screening, insurance verifications, and safety training for onsite vendors. To support Halliburton's commitment to the Responsible Minerals Initiative and its compliance with Section 1502 of the U.S. Dodd-Frank Act, suppliers are required to supply Democratic Republic of Congo (DRC) conflict-free materials to Halliburton, furnish information to assist in determining that work provided to Halliburton is DRC conflict-free, and respond to requests for information on sources of supply. Due-diligence checks are also performed on all international non-commercial agents, such as customs brokers, freight forwarders, and immigration and visa agents.

Critical suppliers are evaluated annually on risks related to safety, quality, environment, social responsibility, economics and corporate governance. The regular Halliburton Supplier Performance Review and Evaluation Process for Critical Suppliers includes a questionnaire on each supplier's compliance to Halliburton's 1) COBC, safety standards and requirements; 2) regulations, and terms and conditions; 3) policies and/or procedures in place that prohibit forced labour and human trafficking in their operations and in the operations of utilised employment agencies or subcontractors; 4) policies and/or procedures in place that prohibit wage deductions or payments by workers in return for such things as employment, transportation, accommodations, and food; and 5) policies and/or procedures in place that enforce timely and accurate payments of wages for all workers. Non-compliance with Halliburton standards (such as poor performance, unethical business practices and acts of corruption) can lead to appropriate response actions up to and including termination.

In 2021, Halliburton implemented a digital supplier management system, which includes the Supplier Lifecycle Performance (SLP) and Supplier Performance Management (SPM) modules. SLP covers elements from initial supplier request, through onboarding, and to qualification. SPM provides a robust tool to monitor and manage supplier performance. Halliburton built comprehensive human rights assessments into supplier qualification in SLP and performance assessments in SPM.



RISK ASSESSMENT

Halliburton conducts supplier-specific risk assessments to evaluate compliance with the Act, identify high-risk suppliers, and segment suppliers by risk level. Halliburton uses an internal human rights assessment tool to assess inherent risk in our supply chain, which helps prioritize areas for detailed follow-up. In determining the appropriate risk level to assign each supplier, Halliburton analyses several data points, including the supplier's questionnaire responses in SLP and SPM, and the Global Slavery Index.

All suppliers are assessed based on relationship (procurement spend), category (industry/products/services/materials), and geography. Category risk factors considered include competitiveness of category, likelihood of 3D (dirty, dangerous, difficult) jobs, potential for migrant workers, seasonal or project related category, level of worker recruitment, level of offshoring, supply chain complexity and presence of vulnerable workers. The geographical risk factors considered include governmental response to modern slavery, vulnerability of the country to modern slavery, and the proportion of population in modern slavery, according to the Global Slavery Index.

TRAINING

All Halliburton employees are required to acknowledge the COBC when they join Halliburton and must complete COBC training every two years. In addition, Halliburton Australia procurement personnel completed the Ethical Procurement and Supply training from the Chartered Institute of Procurement & Supply (CIPS), a globally recognised not-for-profit organisation. This training has been sustained for years and enhances participant ability to identify signs of human trafficking and forced labour, and to identify opportunities to prevent other issues related to human rights. In 2021, Halliburton's Global Supply Chain Category Managers have completed an internal human rights training.

MEASURING EFFECTIVENESS

Halliburton monitors the compliance of required training of procurement personnel on our principles that address modern-day slavery. In addition, Halliburton monitors the periodic reviews of its suppliers' related policies and procedures during on-site quality audits, and we proactively work with our suppliers to improve their policies through training and development activities. Halliburton also measures supply chain assessments completed, operations that have been subject to human rights reviews or impact assessments, and significant agreements or contracts with human rights clauses/screening.

A 'CONTINUOUS IMPROVEMENT' APPROACH TO ADDRESSING MODERN SLAVERY

Halliburton employs a 'continuous improvement' approach to ensure compliance with the Act, and to take steps to prevent modern slavery and human trafficking in its business operations and supply chains.

Actions Completed 2020 -2021

Developed an internal human rights assessment tool for supplier base Modern Slavery risk assessment

Sustained Ethical Procurement Training for Halliburton Procurement personnel. Completed internal human rights training for Global Category Managers.

Developed a global digital supplier management platform which includes Human Rights assessment for all suppliers

2022 Focus Areas

Commence implementation of new Supply Chain environmental, social and governance (ESG) platform covering critical areas including human rights, carbon emissions, environment and diversity

Participate with IPIECA pilot of Forced Labour Training across Halliburton Supply Chain, Legal and Human Resources personnel

Commission a 3rd-party human rights auditor and commence onsite audit of suppliers taking a global risk-level approach

Initiate mapping of critical supply chains

Conduct human rights assessment of our key global manpower and recruitment agencies

Future Steps

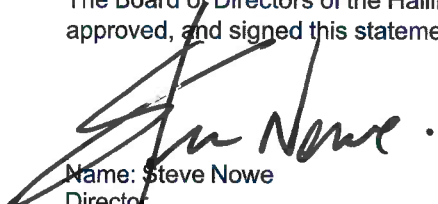
Further develop contract templates with enhanced human rights requirements as part of suppliers' contractual obligations

Develop metrics to measure effectiveness of digital supplier platform and Supply Chain ESG platform in relation to Modern Slavery Eradication

Sustain Ethical Procurement Training for Halliburton Procurement personnel

Expand Modern Slavery due diligence to sourcing and supplier identification stage

The Board of Directors of the Halliburton entities indicated below, and in-scope of the Act, reviewed, approved, and signed this statement through an authorized director or officer.


Name: Steve Nowe
Director
Halliburton Manufacturing & Services Ltd
30 June 2022

Name: Myrtle L. Jones Director
Halliburton U.S. International Holdings, Inc. and
Landmark Technology Holdings, Inc.
30 June 2022

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