

# Modern Slavery and Human Trafficking Statement

Reporting for fiscal year 2024

## Executive Summary

Halliburton approves and issues this statement in accordance with the legislation specified below, covering the fiscal year ending on December 31, 2024, and applicable to the reporting entities listed herein. This statement outlines Halliburton's business structure, relevant policies, and ongoing initiatives aimed at ensuring respect for fundamental human rights and working conditions within its operations and global supply chain.

- The Modern Slavery Act of 2015 requires companies operating in the United Kingdom to establish and report on the measures and controls implemented to mitigate modern slavery risks in their business operations and global supply chains.
- The Modern Slavery Act of 2018 requires companies operating in Australia to establish and report on the steps taken and controls in place to address modern slavery risks in their business operations and global supply chains.
- The 2022 Transparency Act requires companies operating in Norway that meet certain requirements to establish and report on the steps taken and controls in place to address fundamental human rights and decent working conditions. This applies to both the production of goods and the provision of services. It also ensures public access to information regarding how the enterprise addresses adverse impacts on fundamental human rights and decent working conditions.
- The Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C. 2023, c. 9 requires certain companies that have a business presence in Canada to file reports detailing their efforts to prevent and reduce the risk of forced and child labor in their supply chains.

## Consultation

As wholly owned subsidiaries within the consolidated global Halliburton group of companies, all Halliburton affiliates listed below operate in accordance with Halliburton Company policies and procedures which assess and address modern slavery on a global scale. These reporting entities have consulted and collaborated with the relevant global Halliburton groups in developing this statement.

## Reporting Entities

### UNITED KINGDOM

The companies below are subject to and hereby publishes this statement in accordance with The UK Modern Slavery Act of 2015.

Halliburton Manufacturing and Services Ltd (HMSL), a company incorporated in England, under registration number 00611451, has operated in the UK since 1965 from its headquarters in Aberdeen, Scotland. HMSL employs 1,700 employees to provide a full range of well services to UK and European customers.

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

<b>Full name</b>	Halliburton Manufacturing and Services Ltd (HMSL) and Landmark Technology Holdings Inc. (LTHI)
<b>Company Registration number</b>	00611451 (HMSL) and 6940631(LTHI)
<b>Registered office address</b>	The Building, 2nd Floor, 578-586 Chiswick High Road, London W4 5RP
<b>Year of establishment</b>	1965
<b>Approximate number of employees</b>	1,700

### AUSTRALIA

The company below is subject to and hereby publishes this statement in accordance with The Australian Modern Slavery Act of 2018.

Halliburton Consolidated Pty Ltd (HCPL) is the parent entity of the affiliated group of companies registered in Australia. Halliburton Australia Pty Ltd (HAPL) is the only operating entity in the affiliated group of companies and is wholly owned by HCPL. HCPL entered a Deed of Cross Guarantee with HAPL on 20 November 2008. HCPL is the head entity of the tax consolidated group, and only the financial statements of HCPL are required to be audited and lodged with the corporations' law regulator, the Australian Securities & Investments Commission (ASIC).

<b>Full legal name as registered with ASIC</b>	Halliburton Consolidated Pty Ltd
<b>Australian Business Number (ABN)</b>	67 101 049 521
<b>Australian Company Number (ACN)</b>	101 049 521
<b>Registered office address</b>	15 Marriott Road Jandakot, Western Australia 6164
<b>Date of establishment</b>	26 October 1981 (traded in Australia under a different entity name since approximately 1959)
<b>Approximate number of employees</b>	814

## NORWAY

The companies below are subject to and hereby publish this statement in accordance with The Norwegian Transparency Act.

Halliburton AS is a private limited company incorporated in Norway that provides a full range of technologies and well and reservoir services to oil and gas operators on the Norwegian Continental Shelf. The main office is located in Tananger, in the municipality of Sola, with additional branches in Bergen and Sandefjord, and supply bases along the Norwegian coast.

Halliburton AS has a wholly owned subsidiary, Halliburton Eiendom 1 AS. Although this subsidiary is not independently subject to the Transparency Act, it forms part of Halliburton AS's operations and is therefore included in this statement. Halliburton Eiendom 1 AS does not have any employees nor supply chain.

Landmark Graphics AS is a private limited company incorporated in Norway that supplies software and consultancy services related to information technology to clients based in Norway. The main office is located in Tananger, in the municipality of Sola, with an additional branch in Oslo.

<b>Full name</b>	Halliburton AS
<b>Company Registration number</b>	968 967 983
<b>Registered office address</b>	Eldfiskveien 1, 4056 Tananger, Norway
<b>Year of establishment</b>	1971
<b>Approximate number of employees</b>	2,216
<b>Full name</b>	Landmark Graphics AS
<b>Company Registration number</b>	971 106 514
<b>Registered office address</b>	Eldfiskveien 1, 4056 Tananger, Norway
<b>Year of establishment</b>	1994
<b>Approximate number of employees</b>	61

Our efforts to ensure compliance, in accordance with the Transparency Act, are embedded within the Board of Directors and/or their delegates in both Halliburton AS and Landmark Graphics AS. The execution lies within our global programs and processes and is discussed throughout our Statement.

In addition to the abovementioned companies, Optime Subsea AS is also a part of the Halliburton group. While this entity is subject to the Transparency Act, it is not included in this consolidated statement. Optime Subsea AS's statement under the Transparency Act can be accessed [here](#).

CANADA

The company below is subject to, and hereby publishes, this statement in accordance with The Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C. 2023, c. 9.

Halliburton Group Canada and its related Canadian non-operating holding companies, is a partnership, formed under the laws of Alberta. The partners of Halliburton Group Canada are Halliburton Canada ULC (managing partner) and Halliburton Canada Partnership Holdings ULC.

<b>Full name</b>	Halliburton Group Canada
<b>Company Registration number</b>	130640444
<b>Registered office address</b>	400 3rd Avenue SW, Suite 3700 Calgary, AB T2P 4H2
<b>Year of establishment</b>	1926
<b>Approximate number of employees</b>	740

Attestation

UNITED KINGDOM

This statement was reviewed and approved by the directors of Halliburton Manufacturing and Services Ltd and Landmark Technology Holdings Inc., in their roles as the entity’s principal governing body on the 30 of May 2025.

**Timothy Michael Horsfall**

Director  
Halliburton Manufacturing & Services Ltd  
30 May 2025



**Marc de Louw**

Director  
Halliburton U.S. International Holdings, Inc. and Landmark Technology Holdings, Inc.  
30 May 2025

*Marc de Louw*

## AUSTRALIA

This statement was reviewed and approved by the director of Halliburton Consolidated Pty Ltd, in her role as the entity's principal governing body on the 30 of May 2025.


### **Lindsay Brandenberger**

Director  
Halliburton Consolidated Pty Ltd  
30 May 2025



### **Zaid Khadra**

Director  
Halliburton Consolidated Pty Ltd  
30 May 2025



## NORWAY

This statement was reviewed and approved by the directors of Halliburton AS and Landmark Graphics AS, in their roles as the entity's principal governing body on the 30 of May 2025.

### **Rune Hobberstad**

Chairman of the Board  
Halliburton AS  
30 May 2025



### **Aage Andreassen**

Chairman of the Board  
Landmark Graphics AS  
30 May 2025



### **Nina Runestad**

Board Member  
Landmark Graphics AS & Halliburton AS  
30 May 2025



## CANADA

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.

### **John Gorman**

Director  
Halliburton Group Canada  
30 June 2025

*John Gorman*

I have the authority to bind Halliburton Group Canada.

## 1. About Halliburton

Halliburton is one of the largest providers of products and services for the energy industry. Founded in 1919, Halliburton creates innovative technologies, products, and services that help our customers maximize value throughout the life cycle of an asset and advance a sustainable energy future.

Halliburton collaborates and engineers solutions, combining technology, services, and execution capability to assist our customers with locating hydrocarbons, geological data management, and drilling.

### 1.1 Operations

Halliburton provides oil and gas services to energy and mining companies globally. We operate under two divisions and the following illustrates the scope of Halliburton's work.

**Completion and Production** delivers cementing, stimulation, specialty chemicals, intervention, pressure control, artificial lift, and completion products and services. This operating segment consists of the following product service lines:

- **Artificial Lift:** provides services to maximize reservoir and wellbore recovery by applying lifting technology, intelligent field management solutions, and related services throughout the life of the well, including electrical submersible pumps.
- **Cementing:** involves bonding the well and well casing while isolating fluid zones and maximizing wellbore stability. Our cementing product service line also provides casing equipment.
- **Completion Tools:** provides downhole solutions and services to our customers to complete their wells, including well completion products and services, intelligent well completions, liner hanger systems, sand control systems, multilateral systems, and service tools.
- **Multi-Chem:** provides customized specialty chemicals and services for completion, production, midstream, and downstream to optimize flow assurance and integrity.
- **Pipeline and Process Services:** provides a complete range of pre-commissioning, commissioning, maintenance, and decommissioning services to the onshore and offshore pipeline and process plant construction commissioning and maintenance industries.
- **Production Enhancement:** includes stimulation services and sand control services. Stimulation services optimize reservoir production through a variety of pressure pumping services and chemical processes, commonly known as hydraulic fracturing and acidizing. Sand control services include fluid and chemical systems for the prevention of sand production of unconsolidated reservoirs.
- **Production Solutions:** provides customized well intervention solutions to increase well performance, which includes coiled tubing, hydraulic workover units, downhole tools, pumping services, and nitrogen services.

**Drilling and Evaluation** provides field and reservoir modelling, drilling, fluids, evaluation and precise wellbore placement solutions that enable customers to model, measure, drill, and optimize their well construction activities. This segment consists of the following product service lines:

- **Baroid:** provides drilling fluid systems, performance additives, completion fluids, solids control, specialized testing equipment, and waste management services for drilling wells, completion, and workover operations.
- **Drill Bits and Services:** provides roller cone rock bits, fixed cutter bits, hole enlargement and related downhole tools and services used in drilling wells. In addition, coring equipment and services are provided to extract formation cores for rock properties evaluation.
- **Halliburton Project Management:** provides integrated solutions by leveraging the full line of our well construction, well completion, and well intervention services to solve customer challenges throughout the entire well lifecycle, including project management and integrated asset management.
- **Landmark Software and Services:** provides cloud based digital services and artificial intelligence solutions on an open architecture for subsurface insights, integrated well construction, and reservoir and production management.
- **Sperry Drilling:** provides drilling systems and services that offer directional control for precise wellbore placement while providing important measurements about the characteristics of the drill string and geological formations while drilling wells. These services include directional and horizontal drilling, measurement-while-drilling, logging-while-drilling, surface data logging, and rig site information systems.
- **Testing and Subsea:** provides acquisition and analysis of dynamic reservoir information and reservoir optimization solutions through a broad portfolio of well testing tools, data acquisition services, fluid sampling, surface well testing, subsea safety systems, and underbalanced applications.
- **Wireline and Perforating:** provides open-hole logging services that supply information on formation evaluation and reservoir fluid analysis, including formation lithology, rock properties, and reservoir fluid properties. Also offered are cased-hole and slickline services, including perforating, pipe recovery services, through-casing formation evaluation and reservoir monitoring, casing and cement integrity measurements, and well intervention services.

## 1.2 Supply Chain

Halliburton’s global supply chain encompasses procurement, materials, and logistics, and spans nearly every country in which Halliburton conducts business.



<p><b>North America</b> 2 Countries <b>14,998</b> Headcount 5 Major Technology Centers</p>	<p><b>Latin America</b> 11 Countries <b>8,033</b> Headcount 1 Major Technology Centers</p>	<p><b>Europe / Africa / CIS</b> 36 Countries <b>8,430</b> Headcount 2 Major Technology Centers</p>	<p><b>Middle East / Asia</b> 24 Countries <b>16,934</b> Headcount 4 Major Technology Centers</p>
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To support its global operations, Halliburton procures third-party resources, that include proprietary oilfield tools, 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 labor, transport services and customs brokerage, construction and facilities, and IT and business services. Halliburton aims to source from local suppliers, when possible, to provide faster lead times and lower freight costs, ensure that products and services meet local compliance standards, and maximize the positive economic and social impacts of its local value chain. When necessary, Halliburton also imports qualified goods and services for its operations and customers. Halliburton also sources goods and services through its manufacturing centers and field plants globally.

## 2. Actions Taken to Assess and Address Potential Risks on Human Rights

Halliburton's global workforce represents 145 nationalities in more than 70 countries. Our people are the heart of everything we do at Halliburton. The success of our operations is a result of the dedication of our exceptional employees, leaders, contractors, and suppliers. Halliburton supports our employees worldwide through resources that include our safety programs, training, competitive benefits, and career development opportunities.

### 2.1 Policies

Halliburton complies with applicable employment, labor, and human rights laws to ensure fair and ethical employment practices. This includes Halliburton's policies regarding non-discrimination, minimum employment age, collective bargaining and freedom of association, and fair compensation. This also include policies on health, safety, and security for employees. Halliburton's dedication to fair and ethical employment practices is supported by the company's [Code of Business Conduct \(COBC\)](#).

Halliburton's COBC requires employees, directors, officers, and third parties who conduct business with the company to act with fairness, integrity, and high standards of personal and business ethics. Halliburton employees acknowledge the COBC as new hires when onboarding with the company, and all employees must complete COBC training every two years. Employees are held accountable and comply with the COBC or be subject to disciplinary measures, including up to termination of employment. The COBC provides several mechanisms by which employees can report potential violations of the COBC or applicable law. Employees can make reports to their supervisor, local ethics officer (LEO), human resources, global ethics and compliance, or the [Ethics Helpline](#). The Ethics Helpline is operated by a third-party agency and is available 24/7 in multiple languages. Reports can also be made anonymously through the Ethics Helpline. Halliburton strictly prohibits retaliation for any report of a potential violation of COBC or applicable law that is made in good faith.

Halliburton upholds universal human rights as defined by the United Nations (UN) Universal Declaration of Human Rights and supports the UN Guiding Principles on Business and

Human Rights. Halliburton has a public [Human Rights Statement](#) and an internal [Human Rights Policy](#) to further demonstrate our dedication to, and respect for, human rights.

This Human Rights 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 enforces the policy.

### 2.2 Due Diligence Process

Halliburton's due diligence process assesses potential human rights and working conditions risk throughout its business operations and supply chain. The company's global ethics and compliance group, which includes Halliburton's Code of Business Conduct (COBC), the Ethics and Compliance Helpline, and anti-corruption and anti-bribery policies and processes, conducts and oversees internal investigations into allegations of COBC violations and illegal activity. The company's Internal Assurance Services (IAS) group conducts regular audits of the supply chain function.

Halliburton's supply chain further incorporates international standards regarding fundamental human rights and working conditions. The company has adopted global human rights legislation, as applicable, and international standards such as the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct, the UN Guiding Principles on Business and Human Rights, and applicable import and trade restrictions.

This comprehensive due diligence methodology prioritizes communication and training, risk assessment, mitigation measures, collaboration, and monitoring for continuous improvement.

## 2.2.1 Communication & Training

Halliburton communicates human rights expectations to suppliers by providing the following: the Halliburton [Human Rights Statement](#), [Human Rights Policy](#), [Supplier Ethics Statement](#), [Supplier Ethics Letter](#), and the [Supplier Sustainability Principles](#), all available on its website. The [Supplier Sustainability Principles](#) include provisions on modern slavery, human rights, worker welfare, and fair recruitment, complementing the COBC to reinforce expectations for responsible business conduct.

Suppliers and individuals who conduct business with Halliburton must uphold the same ethical standards and are required to:

- Contractually protect and uphold the fundamental human rights of their employees as stated in the Universal Declaration of Human Rights, and
- Comply with all applicable employment, labor, and human rights laws to ensure that fair and ethical employment practices are followed in the countries in which they operate.

The Supplier Ethics Letter, available in 10 languages, is provided to all suppliers during both the tendering and onboarding processes.

Halliburton also utilizes meetings, workshops, training sessions, and digital sustainability platforms to facilitate communication, collaboration, and feedback on important matters, such as human rights compliance with suppliers.

To further advance social responsibility, Halliburton monitors global human rights legislation and uses both internal and external training methods to educate its employees on human rights and sustainable supply chains.

The company conducts periodic internal training sessions on Supply Chain Sustainability Awareness for employees involved in the supply chain. These sessions cover various sustainability topics pertinent to the company's supply chain, including modern slavery and related legislation and supply chain human rights due diligence. Additionally, global sustainability awareness training is assigned to all Halliburton employees, addressing corporate sustainability topics that include—though are not limited to—human rights and supply chain.

Halliburton provides the International Petroleum Industry Environmental Conservation Association (IPIECA) Forced Labour Training to employees, including those in supply chain, legal, and human resources. The training focuses on individuals involved in contracting or purchasing decisions to encourage responsible procurement. In 2024, the company recommended training to selected third-party suppliers who were identified for a pilot program through the Supply Chain Sustainability School. Halliburton also trains suppliers through its meetings and webinars on modern slavery and human rights due diligence.

Halliburton collaborates with customers and peers to discuss and address important human rights issues, such as modern slavery due diligence, legislation, worker welfare, and responsible recruitment. The company participates in industry discussions through the IPIECA Worker Welfare Group, Supply Chain Working Group, and Social Responsibility Group to develop industry guidance and best practices on topics such as supply chain due diligence, worker welfare, and responsible recruitment.

## 2.2.2 Risk Assessments

Halliburton conducts supplier-specific risk assessments to evaluate compliance with the Acts, identify high-risk suppliers, and categorize them by risk level. Halliburton uses an internal human rights assessment tool and external supply chain sustainability platform to assess risk in its supply chain. This approach helps the company prioritize areas for risk mitigation and detailed follow-up. In the last 3 years, Halliburton assessed 99% of its global Tier 1 suppliers for human rights risks. Halliburton continues to assess its suppliers for human rights and working condition risks, extending these efforts to suppliers deeper within its supply chains.

To determine the appropriate risk level for each supplier, Halliburton analyzes various data points based on commercial relationship (procurement spend), category (industry/ products/services/materials), and geography.

In assessing geographical risks, Halliburton uses various data points, including the Global Slavery Index and additional geographical data from an external supply chain sustainability platform, to assess inherent human rights risks in the supply chain. These data points include World Bank's World Development indicators on child labor, food insecurity, and income levels; Freedom House global freedom score; the International Trade Union Confederation global rights index; data from the Office of the United Nations High Commissioner for Human Rights (OHCHR) on the convention against torture and other cruel, inhuman or degrading treatment/punishment; World Bank poverty indicators; International Labor Organization statistics on wages and working time; and occupational health and safety statistics.

Halliburton utilizes an external supply chain sustainability platform to evaluate suppliers on key social responsibility topics, such as human rights and conflict minerals. Self-assessment questionnaires address issues including labor rights, forced and child labor, working hours and wages, collective bargaining, freedom of association, local community impact, policies, and compliance. Since the launch of the supply chain sustainability platform, third-party supplier evaluations were completed, covering a majority of global procurement spend.

## 2.2.3 Identified Risks of and Actual Adverse Impacts

Halliburton operates a global supply chain and therefore conducts risk assessments at a global level, covering the entire company, including all reporting entities referenced in this report. The risk profile outlined below is considered uniform across the entire group.

Halliburton has identified specific category-based risk factors for human rights and working conditions within its supply chain. These factors include categories characterized by a high degree of price competitiveness, an increased likelihood of 3D (dirty, dangerous, difficult) jobs, a heightened potential for the use of migrant workers, seasonal or project-related categories, a high level of worker recruitment, a significant level of offshoring, intricate supply chains, and the presence of vulnerable workers.

Potential risk of actual adverse impacts may be present in certain supplier categories. For example, suppliers providing products with conflict minerals such as Tin, Tantalum, Tungsten, and Gold (3TG) can inherently pose risks related to child labor. Additionally, suppliers offering recruitment services are a focal point for reviewing responsible recruitment processes. Suppliers with a high percentage of low-skilled labor, such as janitorial and cleaning services, are also areas of focus for reviewing worker welfare. Finally, suppliers further down the supply chain, beyond tier-1, may pose human rights risks due to a possible lack of visibility into labor practices and working conditions.

In 2023, human rights audits identified potential risks of significant adverse impacts regarding working hours, wages, and safety with two suppliers. In 2024, Halliburton, in collaboration with third-party auditors, worked with suppliers to develop and implement corrective actions and mitigation measures regarding potential risk of adverse findings. In 2024, all audit findings from 2023 were resolved, and no actual instances of forced or child labor, or adverse impacts on human rights, and working conditions were identified. None of these potential risks of adverse findings pertain to the Norwegian reporting entities in this statement. No remediation for income loss was necessary, as no such actual adverse impacts were identified.

## 2.2.4 Mitigation, Collaboration & Remediation

In 2024, the company formalized a global work method for its Supplier Human Rights Audit program, which was developed through pilot audits and workshops. Suppliers meeting specific criteria may be selected for a third-party human rights audit which may take the form of a workplace conditions assessment, a labor provider audit, or a service provider audit, depending on the nature of the goods or services supplied.

Halliburton evaluates various solutions for conducting multi-tier supply chain mapping. Further development of methodologies and solutions for mapping critical supply chains aims to enhance visibility and due diligence for suppliers down our supply chain.

Halliburton incorporates supplier human rights due diligence within its supply chain processes through onboarding and supplier performance evaluation. Potential suppliers undergo a risk evaluation, including export controls, sanctions screening, and safety training. To comply with the U.S. Dodd-Frank Act and the Responsible Minerals Initiative, suppliers must supply DRC conflict-free materials and inform Halliburton about their supply sources. International non-commercial agents, such as customs brokers and visa agents, also undergo due diligence checks facilitated by Halliburton's Global Ethics & Compliance group.

Halliburton employs a critical supplier selection process and evaluates its critical suppliers annually on risks related to safety, quality, environment, social responsibility, economics, and corporate governance. The standard Halliburton supplier performance review and evaluation process for critical suppliers includes a questionnaire on each supplier's compliance with Halliburton's standards, such as:

- COBC, safety standards, and requirements.
- regulations, terms, and conditions.
- policies and procedures that prohibit forced labor, child labor, and human trafficking.

- policies and procedures that prohibit wage deductions or payments by workers in return for such things as employment, transportation, accommodations, and food.
- policies and procedures that enforce timely and accurate payments of wages for all workers.

Non-compliance with Halliburton's standards can lead to appropriate response actions up to and including termination of supplier contracts.

## 2.2.5 Performance Monitoring for Continuous Improvement

Halliburton collaborates with its suppliers to enhance their performance on social sustainability topics such as human rights. Utilizing a third-party supply chain sustainability tool, the company tracks and gains insights into opportunities for continuous improvement. This information is then used to assist Halliburton's suppliers in improving their policies and procedures related to social performance.

Halliburton monitors internal performance indicators to foster continuous improvement, including tracking the percentage of procurement spend assessed for human rights risks.

The company expresses its dedication to continuous improvement in responsible conduct by communicating progress on human rights due diligence measures through various channels, including the Halliburton Annual Sustainability Report, and this statement.

The actions outlined below apply to all Halliburton reporting entities included in this report.

### Actions Completed

Continued implementation of internal and external tools for conducting supplier-specific human rights risk assessments.

Continued implementation of due diligence processes to identify, address human rights and working conditions risks, and prohibit modern slavery in organizational activities and supply chains.

Engaged suppliers via a third-party auditor to develop corrective action plans and mitigation measures for all findings from the 2023 human rights audits, per our due diligence program.

Formalized a global work method for Supplier Human Rights Audit program.

Published the Supplier Sustainability Principles with language on modern slavery, to enhance communication of expectations to suppliers regarding human rights and responsible business conduct.

Continued supplier assessments on human rights covering majority of global procurement spend.

Continued implementation of the International Petroleum Industry Environmental Conservation Association (IPIECA) Forced Labor Training to Halliburton's supply chain, manufacturing, legal, and human resources personnel through an external training organization, Supply Chain Sustainability School.

Continued monitoring of internal performance indicators, such as the percentage of procurement spend assessed for human rights risks, to foster continuous improvement.

Performed human rights assessments for 99% (by spend) of Tier 1 suppliers in the last three years.

Continued engagement and collaboration with relevant stakeholders (customers, suppliers, IPIECA) on human rights due diligence. Continued participation in industry discussions through the IPIECA Worker Welfare Group, Supply Chain Working Group, and Social Responsibility Group to help develop industry guidance and best practices on topics such as supply chain due diligence, worker welfare, and responsible recruitment.

### Focus Areas for Continuous Improvement

Further develop the methodology for mapping critical supply chains to enhance due diligence.

Conduct further due diligence on suppliers involved in recruitment and explore opportunities to enhance controls for responsible recruitment.

Continue to expand the implementation of IPIECA Forced Labor Training to more suppliers.

Continue to conduct third-party human rights audits as part of the supplier human rights due diligence program.



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**Modern Slavery and Human Trafficking Statement**

Reporting for fiscal year 2024

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**HALLIBURTON**