SLAVERY AND HUMAN TRAFFICKING STATEMENT 2020

This statement relates to the financial year ending 31 December 2020 and is made by TechnipFMC plc and its relevant subsidiaries[1] for that period, in compliance with the Modern Slavery Act 2015.

"Respect" is one of our Foundational Beliefs. It guides how we fundamentally do business and what we never compromise on, no matter the circumstances. We believe that everyone is entitled to honest, fair and courteous treatment. We do not tolerate any form of modern slavery and do express a strong commitment against the use of forced and child labor and our support for respecting human rights.

Policies

The Company's Code of Business Conduct, which applies to all directors, officers, and employees and anyone who represents TechnipFMC or acts on our behalf, reflects our commitment to acting ethically and lawfully and describes our commitment to recognizing human rights on a global basis. We do not hire or recruit anyone not legally authorized to work in the country in which employment is sought. We do not tolerate use of child, forced, indentured, or involuntary labor, regardless of where we conduct business, and will do business only with those who respect human rights and uphold labor laws.

Employees and third parties are encouraged to report suspected breaches of our Code of Business Conduct through various means, including through our reporting hotline. We also maintain a zero-tolerance policy on retaliation against employees for reporting suspected violations.

Our Code of Business Conduct requires adherence to the following principles, amongst others:

- Treat people with dignity and respect.
- Act without discrimination or prejudice.
- Create an environment that is free from harassment.
- Ensure that our business partners and suppliers do not engage in inappropriate labor practices, including child or indentured labor.
- Promote equality in the workplace with salaries based on merit.
- Cooperate with regular inspections and audits to verify that our values are implemented throughout the Company.

The Company also adopted a Human Rights Standard setting forth recognized human rights principles to ensure our operations are executed in compliance with the same and to ensure everyone with whom we work is treated with respect and dignity. Our Standard codifies the Worker Welfare Principles outlined in the Guidance Notes published by *Building Responsibly*. TechnipFMC

[1] TechnipFMC plc, FMC Kongsberg Services Limited, FMC Technologies Limited, Genesis Oil & Gas Consultants Limited, Technip E&C Ltd, Technip UK Limited, and TechnipFMC Umbilicals Ltd.

is a proud member of *Building Responsibly* - an industry-led collaborative initiative enabling construction and engineering companies to collaborate around their shared values, advance their compliance programs and agree on common approaches regarding worker welfare and human rights. We are specifically advancing compliance in recruitment, working conditions, and supply chain practices.

As a Company, we strive for continuous improvement in all that we do. As such, we continue to assess our policies and procedures to address slavery and human trafficking risks in our business or supply chains.

The risk of slavery or human trafficking occurring in connection with our business or supply chains will depend on the nature of our activities and the countries in which we operate. We recognize that certain of the sectors and jurisdictions in which we operate present greater potential risks of slavery and human trafficking. We are aware that our commitment to ethical business practice requires concerted and on-going effort to better understand and respond to those risks.

Our risks include:

- Operating in geographical areas of human rights risks; and
- Operating engineering, procurement and construction projects with subcontracting relationships, which may result in a lack of visibility into subcontractors' practices to ensure worker welfare.

External Memberships

The Company endeavors to ensure compliance with human rights within the scope of our operations and in accordance with the following international human rights regulations and principles:

- The United Nations Guiding Principles on Business and Human Rights;
- The 1948 Universal Declaration of Human Rights; and
- The International Labour Organization's Fundamental Conventions regarding the freedom of association, the eradication of discrimination and forced labor and the abolition of child labor.

We also remain a member of the United National Global Compact, along with our Building Responsibly membership. In addition to the actions completed in cooperation with our Building Responsibly members noted herein, we are also in the process of developing a supplier diligence pre-qualification process to ensure worker welfare compliance.

Supply Chain and Supplier Due Diligence

In 2020, TechnipFMC had approximately 6,000 direct suppliers across the globe. We aim to develop business relationships with like-minded subcontractors, suppliers, and business partners who are guided by a similar set of principles of business conduct and aspire to only do business with counterparties who respect human rights and uphold labor laws.

It is our policy that our Code of Business Conduct be shared and discussed with clients, suppliers, and our business partners to better explain our rules of conduct and reinforce our culture of accountability. We believe responsible sourcing is an important part of our sustainability program, hence we operate a due diligence program pursuant to the U.S. Dodd-Frank Act regarding conflict minerals and other initiatives aimed at improving transparency throughout our supply chain.

Our suppliers are subject to due diligence checks that extend to compliance with labor laws and the ethical treatment of workers. Going forward, we will continue to assess how our Companywide due diligence processes and supplier monitoring processes could be reinforced in this area.

Further, our suppliers are required to accept and abide by contractual provisions addressing compliance with a range of ethical issues. There are specific commitments, which in some instances refer to the ILO Conventions, that prohibit forced or child labor.

We continue to work on our human rights strategy to address human rights risks internally and in our supply chain and enhance worker welfare. We created an internal Human Rights Working Group bringing together our support functions and operations to foster and maintain a positive working environment for our employees and our suppliers.

The group has conducted an internal human rights risk assessment to assess our processes against human rights international standards, Building Responsibly principles, and our clients' human rights expectations. We are also working on the standardization of our processes across the Company and on our human rights expectations towards our suppliers.

Training and Awareness

Employee training is an essential component of communicating and embedding our commitment to prevent slavery and human trafficking within our business. We have implemented training for all employees on our Code of Business Conduct, including the sections addressing human rights and labor welfare. In addition, trainings were delivered to suppliers, in some instances, at a project and regional level, and we are in the process of developing updated training videos that will be provided to new and existing suppliers.

We encourage employees and others to raise questions and concerns to ensure that we are leading by example. The Company treats all reports of suspected violations of our Code of Business Conduct confidentially and will share the information only with those who have the responsibility and authority to investigate and properly resolve the issue. In addition, we have a zero-tolerance policy on retaliation against employees or third parties for reporting suspected violations of our policies or Code of Business Conduct or for cooperating with an investigation.

Next Steps

We continue working on our Enterprise Human Rights Strategy to embed respect for Human Rights in our operations and business relationships and promote the protection of human rights for our employees in the workplace and across our supply chain as an essential business principle. We will further develop a cross-functional approach throughout TechnipFMC to engage with the stakeholders involved at the different levels of the organization.

We welcome this challenging initiative and look forward to continuing to strengthen our resolve on this matter, in line with our core TechnipFMC values.

On behalf of the Board



Douglas J. Pferdehirt

Director and Chief Executive Officer

April 19, 2021