

Slavery and Human Trafficking Statement

REPORTING FOR FISCAL YEAR 2022

United Kingdom

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 2022. 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 chain.

ABOUT HALLIBURTON

Halliburton is one of the world's leading providers of products and services to the energy industry. Founded in 1919, we create innovative technologies, products, and services that help our customers maximize their value throughout the life cycle of an asset and advance a sustainable energy future.

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, and drilling.

Halliburton values 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:** Safety is our top priority. We focus on both the safety of our personnel and those with whom we work.
 - » **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 MANUFACTURING AND SERVICES LTD AND LANDMARK TECHNOLOGY HOLDINGS INC

STRUCTURE

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

Full legal name	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 customers.

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

OPERATIONS AND SUPPLY CHAIN

HMSL and LTHI provide oil and gas services to energy companies in the UK. The following examples illustrate the scope of Halliburton's work in the UK.

- » **Cementing:** designs and delivers sustainable barriers tailored to minimize risk and maximize production for our customers.
- » **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:** delivers integrated formation evaluation and intervention solutions to drive increased production for our customers.
- » **Production Enhancement:** provides innovative well fracturing and stimulation solutions to increase and fracture effectiveness and well productivity for our customers.
- » **Production Solutions:** provides customized intervention solutions to increase well performance for our customers.
- » **Landmark Software and Services:** provides software-driven lifecycle insights and solutions to maximize customers' asset value.

HMSL's supply chain encompasses procurement, materials, and logistics, and operates within the larger global Halliburton supply chain, which spans nearly every country in which Halliburton conducts business. Halliburton has 18 manufacturing centres spanning the globe (including one in the UK) that are part of the global Halliburton supply chain function.

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 to execute global Baroid product strategies and to optimise 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.

By using the global Halliburton supply chain and manufacturing network, HMSL can source special oilfield resources from various Halliburton manufacturing centers and field plants across the world. HMSL prefers to source locally, exploring local and Indigenous suppliers, 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 while minimizing environmental impacts. When necessary, HMSL imports qualified goods and services to provide the best solution price to its customers.

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

As a wholly owned subsidiary within a consolidated global supply chain, Halliburton UK entities operate in accordance with Halliburton Company policies and procedures with which 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 employment age, collective bargaining and 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 \(COBC\)](#).

The COBC requires that all employees, directors, officers, and third parties who conduct business with us act with fairness, integrity, and high standards of personal and business ethics. All Halliburton employees are required to acknowledge the COBC when they join the company and must complete COBC training every two years. All employees are accountable to uphold the COBC and to report any potential COBC or other violations to the Global Ethics & Compliance group through methods like the Ethics Helpline. The Ethics Helpline is operated by a third-party agency and is available 24/7 in multiple languages. Reports can be made anonymously, and Halliburton's policies strictly prohibit retaliation for reporting potential violations.

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

DUE DILIGENCE PROCESS

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

Halliburton is committed to combat slavery and human trafficking in its supply chain. The company implements a comprehensive due diligence methodology that considers global Human Rights legislation and international standards such as the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct, the UN Guiding Principles for Business and Human Rights, and applicable import and trade restrictions.

Halliburton recognizes the importance of responsible supply chain management in promoting Human Rights. Halliburton's has a comprehensive supply chain due diligence methodology that prioritizes communication and training, risk assessment and mitigation, collaboration, and monitoring for continuous improvement.



COMMUNICATION & TRAINING

Halliburton communicates its expectations of suppliers regarding human rights through the [Halliburton Human Rights Statement](#), [Supplier Ethics Statement](#), and [Supplier Ethics Letter](#), which outline Halliburton’s commitment to corporate social responsibility and global citizenship. Businesses and individuals conducting business with Halliburton are expected to uphold the same ethical standards and are required to:

- contractually commit to 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. The [Halliburton Human Rights Statement](#), [Supplier Ethics Statement](#) and [Supplier Ethics Letter](#) are always available on Halliburton’s external website.

Halliburton also utilizes meetings, workshops, training sessions, and digital ESG platforms (such as IntegrityNext, a digital platform that collects and documents sustainability data from suppliers) to facilitate communication, collaboration, and feedback on important matters such as human rights compliance.

To further advance social responsibility, Halliburton monitors global legislation on human rights and performs due diligence to enhance its organizational capacity and knowledge to promote human rights awareness in its supply chain. The company introduced an internal training on Supply Chain Sustainability Awareness in 2022 for its Supply Chain employees. The training covers sustainability topics relevant to its supply chain, including the UN Sustainable Development Goals, UN Guiding Principles on Business and Human Rights, and other relevant social topics such as modern slavery and related legislation, supply chain risk mapping, supplier diversity, and local content. In addition, a global sustainability training was introduced for all Halliburton employees covering relevant corporate

sustainability topics beyond Human Rights and Supply Chain.

RISK ASSESSMENT

Halliburton conducts dynamic, supplier-specific risk assessments to evaluate compliance with the Act and to identify high-risk suppliers, while also segmenting suppliers by risk level. Halliburton uses an internal human rights assessment tool, as well as its new Supply Chain ESG Platform, IntegrityNext, to assess inherent risk in its supply chain. This approach helps the company to prioritize areas for risk mitigation and detailed follow-up. In the last 3 years, 99% of Halliburton's Tier 1 suppliers have been assessed for human rights risks.

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.

For category risk factors, Halliburton considers the competitiveness of the category, the likelihood of 3D (dirty, dangerous, difficult) jobs, potential for migrant workers, seasonal or project-related categories, level of worker recruitment, level of offshoring, supply chain complexity, and the presence of vulnerable workers.

In assessing geographical risks, Halliburton considers various data points, including the Global Slavery Index and additional geographical data from IntegrityNext, 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 level, Freedom House global freedom score, International Trade Union Confederation global rights index, World Bank poverty indicators, International Labor Organization wages and working time statistics, and occupational health and safety statistics.

RISK MITIGATION, COLLABORATION & REMEDIATION

Halliburton incorporates supplier human rights due diligence within its supply chain processes, including onboarding and supplier performance evaluation. The company collaborates proactively with its diverse mix of global and local suppliers to mitigate human rights risks, improve social impact, and remediate, where necessary, through Supplier Social Responsibility Assessments and Human Rights Audits.

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

In 2022, Halliburton started using IntegrityNext to support supplier evaluations on sustainability topics. The self-assessment questionnaires cover key social responsibility topics, including human rights, supplier diversity, supply chain responsibility, and conflict minerals. These questionnaires cover equal rights and treatment of employees, forced labour, child labour, working hours and wages, collective bargaining, freedom of association, impact on local communities, sustainability policies, governance, due diligence, compliance in the supply chain, sustainable procurement policies, supplier diversity, and conflict minerals compliance. In 2022, evaluations commenced for 1,337 suppliers, comprising over 50% of global spend, to expand due diligence for suppliers identified in the Company's initial inherent risk assessment.

In 2022, Halliburton commissioned a third-party human rights auditor and began onsite human rights audits of suppliers to enhance the Company's high-risk supply chain due diligence. To determine the scope and form of the audit conducted, the Company considers the scale and type of goods or services being provided. The audit may be a workplace conditions assessment, labor provider audit, or service provider audit.

Finally, Halliburton 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 labour 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.

MONITORING FOR CONTINUOUS IMPROVEMENT

Halliburton is committed to uphold human rights in its business operations and supply chains. Halliburton works with its suppliers to improve their social performance using IntegrityNext. This tool provides insights into opportunities for continuous improvement, which Halliburton uses to help its suppliers enhance their policies and procedures related to social performance. The company reviews its suppliers' policies and procedures during on-site quality audits and provides training and development activities to proactively support its suppliers in their improvement efforts.

HALLIBURTON

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A 'CONTINUOUS IMPROVEMENT' APPROACH TO ADDRESS MODERN SLAVERY

To address modern slavery and human trafficking, Halliburton adopts a 'continuous improvement' approach. This approach ensures the company is compliant with relevant laws and regulations and takes proactive measures to prevent modern slavery and human trafficking in its business operations and supply chains. By prioritizing continuous improvement, Halliburton demonstrates its commitment to uphold human rights.

Actions Completed 2020 -2022

Developed a methodology and internal tool to conduct supplier-specific human rights risk assessments.

Implemented a new Supply Chain ESG Platform, IntegrityNext, to enhance risk assessment in the supply chain.

Conducted supplier evaluations on Supply Chain Responsibility and Human Rights for 1,337 (50% global spend) suppliers in 2022.

Conducted human rights assessment for 99% of Tier 1 suppliers.

Participated in the International Petroleum Industry Environmental Conservation Association (IPIECA) pilot of Forced Labour Training across Halliburton's Supply Chain, Legal, and Human Resources personnel.

Commissioned a third-party human rights auditor and initiated onsite human rights audits of suppliers.

Rolled out an internal training on Supply Chain Sustainability and Human Rights to Supply Chain Employees and a Global Sustainability awareness training for all employees.

Next Focus Areas

Further embed human rights and social responsibility into Supply Chain processes and policies.

Initiate mapping of critical supply chains up to Tier 3.

Expand employee and supplier training on forced labour and human rights.

This statement was reviewed and approved by the directors of Halliburton Manufacturing & Services Ltd and Landmark Technology Holdings, Inc , in their role as the entity's principal governing body on 30th of June 2023.



Timothy Michael Horsfall
Director
Halliburton Manufacturing & Services Ltd
30 June 2023



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30 June 2023