



# Slavery and Human Trafficking Statement

**REPORTING FOR FISCAL YEAR 2020**

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The Modern Slavery Act 2015 (the Act) requires companies operating in the United Kingdom (UK) to disclose information regarding the steps taken to address modern slavery and related 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 2020. 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 stockholders, customers and suppliers 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 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.

Halliburton comprises 14 product service lines (PSLs). These PSLs operate in two divisions: Completion & Production, and Drilling & Evaluation. Our Consulting & Project Management PSL works across both divisions and spearheads our integrated-services strategy. These PSLs are primarily responsible and accountable for strategy, technology development, process development, people development and capital allocation.



### Completion & Production Division

- » Artificial Lift
- » Completion Tools
- » Pipeline & Process Services
- » Production Solutions
- » Cementing
- » Multi-Chem
- » Production Enhancement

### Drilling & Evaluation Division

- » Baroid
- » Landmark
- » Testing & Subsea
- » Drill Bits & Services
- » Sperry Drilling
- » Wireline & Perforating

### Supporting Both Divisions

- » Consulting & Project Management

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 are our guiding principles for all that we do.
- » **Safety:** Our top priority is safety – not only for our employees, but also for everyone in our operations.
- » **Respect:** Halliburton values diversity and equality, which make our Company stronger, more innovative, and better positioned for success. Halliburton is committed to inclusion across race, gender, nationality, religion, identity, experience, and any other unique attribute. We are honest with ourselves, and we welcome different viewpoints and empower each other to be authentic.

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## ABOUT HALLIBURTON MANUFACTURING AND SERVICES LTD (HMSL) AND LANDMARK TECHNOLOGY HOLDINGS INC.

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### STRUCTURE

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

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. Examples of PSL activities below illustrate the scope of Halliburton's work in the UK:

- » **Cementing:** A crucial element of drilling operations, ensuring well stability and safety
- » **Baroid:** Drilling fluid services that aid in drilling and exploration operations, reinforcing well stability and enabling directional drilling in difficult rock formations
- » **Wireline & Perforating:** Drilling engineering solutions to maximise reservoir potential for our clients
- » **Drilling Services:** Directional drilling and downhole tools to accurately place wells in reservoirs
- » **Production Solutions:** Production and downhole solutions for well intervention challenges

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 over 15 manufacturing centres spanning the globe (including one in the UK) that are also part of the global Halliburton supply chain function.

Also based in the UK is the Baroid PSL procurement team, which 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 in order 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 maximise 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 not only exemplifies good corporate citizenship, but also good business, as Halliburton increases the strength and resiliency of its supply chains.



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## ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

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### POLICIES

Halliburton is committed to compliance 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 Halliburton's commitment, its requirements set forth the expectation 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 Halliburton Code of Business Conduct (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. Everyone is 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's goal is to 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. Additionally, all three documents are always available on Halliburton's external website.



Halliburton has also 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 performs due diligence, in a variety of ways, on suppliers with regard to 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. Due-diligence checks

are also performed on all international non-commercial agents, such as customs brokers, freight forwarders, and immigration and visa agents.

All new UK suppliers are also assessed on the controls that they have in place to eliminate modern slavery within their supply chains. This includes key elements such as policies, due diligence processes and internal training that address modern-day slavery.

Furthermore, 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.

### **RISK ASSESSMENT**

Halliburton continues to carry out supplier-specific risk assessments to evaluate compliance with the Act, identify high-risk suppliers, and segment suppliers by risk level. In determining the appropriate risk level to assign each supplier, Halliburton analyses a number of data points, including the supplier's questionnaire responses and the Global Slavery Index.

All suppliers are assessed based on procurement spend, categories of sector/industry and product/services, and geography. Sector/industry and product/services risk factors considered include a low-skill category, sector-specific historical issues, geographical reach of supply chain, price focus, multiple tiers of supply chain, and labour intensity. 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.

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### **APPROVAL**

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

*Martin White*

**Martin White**

Director  
Halliburton Manufacturing and Services Ltd  
29 June 2021

### **TRAINING**

All Halliburton employees are required to acknowledge the COBC when they join Halliburton, and must complete COBC training every two years. In addition to the COBC training, all European Supply Chain employees are required to complete Ethical Procurement and Supply training from the Chartered Institute of Procurement & Supply, a globally recognised not-for-profit organisation. This training enhances employees' ability to identify signs of human trafficking and forced labour, and to prevent other issues related to human rights abuses.

### **MEASURING EFFECTIVENESS**

Halliburton monitors the compliance of required training of procurement personnel on our principles that address modern-day slavery. In addition, Halliburton performs reviews of its suppliers' related policies and procedures during on-site quality audits, and proactively works with its suppliers to improve their policies through training and development activities.

### **LOOKING AHEAD**

Halliburton will continue taking steps to strengthen its commitment to the Act, and to prevent slavery and human trafficking in its business and supply chains. Such efforts will include:

- » Sustaining training for procurement personnel to ensure that employees are proficient in identifying signs of human rights violations
- » Introducing a new digital supplier management platform to ensure that all new supplier qualifications globally include assessments of human rights controls, and that suppliers from countries designated as "high risk" will automatically undergo a more comprehensive assessment
- » Further developing contract templates to include due diligence on modern slavery as part of suppliers' contractual obligations.

*Myrtle L. Jones*

**Myrtle L. Jones**

Director  
Halliburton U.S. International Holdings, Inc., and  
Landmark Technology Holdings Inc.  
29 June 2021