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Halliburton Norway - Values



Preparation and meeting activities

The report has been prepared by HR Manager and HWE Manager (AMU leader). In connection with the Activity and Reporting Obligation (ARP), the following have contributed to the report: Coordinating Chief Safety Representative (KHVO), representatives from Finance, Payroll and HR Compensation & Benefits. Regular meetings have been held with the representatives as needed. The management and the Board of Directors - are involved regularly.

The Human Resource and Payroll Department have submitted reports from SAP.

The ARP report will be evaluated by the Board before it is attached to the annual report.

The gender equality report includes the companies Landmark Graphics AS and Halliburton AS.

Part 1: State of gender equality

Forms for gender equality and pay are in separate documents, see attached «Mapping for gender equality and pay» for Landmark Graphics AS and for Halliburton AS. All employees, apprentices, and temporary employees per. 31.12.2022 are included in the report.

The following information is included:

- Overall gender balance in the business (number)
- Temporary employees (number and/or percentage of women who work temporarily and percentage of men who work temporarily)
- Part-time employees (number and/or percentage of women working part-time and percentage of men working part-time)
- Parental leave (average number of weeks and/or number)

Part 2: Our work for equality and against discrimination

Principles, procedures, and standards for equality and against discrimination

Our gender equality work is rooted in the company's various strategies, processes, guidelines, and personnel handbook.

The company has a global policy, Company Policy, Equal Employment Opportunities, No.: 3-13050 last updated in 2018.

"The Company is committed to providing equal employment opportunity to all qualified individuals in all of its employment practices. The Company will endeavor to create a workforce that is a reflection of the diverse population of the communities in which it operates. This diversity drives our business excellence and reinforces the Company's respect for the human rights of all people."

Halliburton's ethical principles are described in the Halliburton Code of Business Conduct (COBC).

"The Code of Business Conduct serves as the primary means by which our organization communicates its commitment to the ethical and legal conduct of our employees as well as to our various stakeholders. The Code of Business Conduct is intended to provide an effective and comprehensive guidepost regarding the Company's expectation for ethical behavior. The effective date of the Code of Business Conduct is August 2013, the date of distribution of the Code to all employees."

- All employees, contractors and apprentices are required to take web-based courses in the company's training portal related to gender equality, ethical guidelines, and business ethics (COBC). The course must be repeated every two years. Management is required to complete the course annually.
- The company has guidelines for preventing harassment, sexual harassment, and violence, with an associated notification system.
- Considerations of equality and non-discrimination are otherwise included in the other personnel policy.
- This is how the company works to ensure equality and non-discrimination in practice

The employer works at several levels. As an international company, the work is rooted in global policies and guidelines that are prepared and updated at a global level, in addition to locally adapted internal processes.

The company's work with gender equality and non-discrimination is anchored in the board and ensured through management, HR, and employee involvement (incl. AMU, Work Environment Committee) as well as close collaboration with employee representatives.

- The Board can at any time request a report on how the company works with gender equality and non-discrimination.
- Topics related to gender equality and non-discrimination are informed about, discussed, and listened to in the Board, management reviews, management meetings, department meetings, the Working Environment Committee and the company's intranet.
- The company's HR representatives meet regularly with representatives of the company's unions to provide information and discussion. In these meetings, perceived challenges related to discrimination / gender equality have been informed and discussed.
- The company's management, HR and HSE department worked continuously with the results from the company's employee surveys and «Pulse Survey» which is carried out twice a year.
- Employees, managers, employee representatives, etc. can at any time report incidents or concerns related to equality or discrimination through the company's notification system. The company's notification routines state that notifications can deal with; «Any breach, or suspicion of breach, of applicable laws, regulations, guidelines, or other relevant norms.
- The company's recruitment process and routines are continuously developed to ensure equal treatment and avoid discrimination against candidates. The advertisements encourage everyone who is qualified to apply to us, regardless of age, gender, degree of function and national / ethnic background.
- The company is bilingual; Norwegian as the main working language, English is also used as the working language in the organization. Internal communication is carried out in Norwegian and English. For example, «Newsletter / Internal newsletter» in English and Norwegian.
- Elected employee representatives are involved in the design of the company's annual equality statement by providing input.
- The company has appointed a LEO - Local Ethical Officer.

Description of the figures from the previous year and reasons for any gender differences

Figures for 2022 are relatively stable in relation to employees and gender distribution compared to the figures for 2021. One sees a slight decrease when it comes to temporary employees. There has been an increase in parental leave taken compared to 2021.

Total gender balance in the business (number)

- A. The company has a total of 2,073 employees. Of these, 48 are employed by Landmark Graphics AS. In Landmark Graphics AS the proportion of women is 29%, but for Halliburton AS the proportion of women is 16%.
- B. There are no temporary employees in Landmark Graphics AS, while in Halliburton AS there is 1 temporarily employed woman and 4 men.
- C. There are a total of 18 voluntary part-time employees in Halliburton AS and Landmark Graphics AS. Of this, 14 are women and 4 are men. There are no involuntary part-time employees.
- D. In Landmark Graphics, in 2022 there have only been three weeks of parental leave taken. In Halliburton AS, parental leave has been taken on average of 160 weeks per woman, distributed among 53 women in total. An average for men of 72 weeks for a total of 8 men.

The company has found the following possible causes of risks and obstacles:

A large part of the employees in Halliburton AS have tasks that have traditionally been male-dominated work with a lot of heavy physical work and for some groups a lot of travel. Here, workshop, base, lab and offshore work are mentioned, constitutes 57% of the workforce.

Description of measures:

For the year 2022, as in 2021, we have focused on "Care" - culture building, facilitation, attitude change and competence building.

We are continuously working on the following measures:

- The content of job advertisements is not gender-based. We are aware that the use of images and choice of words should not have consequences for who is encouraged to apply for a job with us. We also require diversity and non-discriminatory/professional recruitment processes for our recruitment agency.
- The office portion of the company has a universal design, and individual arrangements is made for special needs.
- We have made it easier for the employees to request/apply for a home office, and we have arranged for meetings to be held during the company's core time, which are between 09:00 and 15:00. Hybrid meetings have also been arranged. This should make it easier to combine work with family life.

- No cases of discrimination due to sexual orientation, gender identity and gender expression have been identified in 2022.

Evaluation of measures

The measures are assessed, among other things, through a questionnaire (Pulse Survey) which is submitted every 6 months to all employees. Each department receives its own report and departmental measures are taken. In addition, it is evaluated whether previous measures have been sufficient. Each individual employee is offered an employee Check in 2-4 times a year with their immediate manager. Topics for check-in include measures and evaluation of previous measures.

Further work

- We have still focus on web courses to all employees in Norwegian / English, with focus on and learning on diversity and behaviors, "Unconscious bias" and "Effective feedback skills".
- We have value themes in all meetings at all levels in the company that promote diversity and good behaviors among employees.
- We continue our «Road to ZERO» where the focus is not on negative incidents in relation to HSE, this includes organizational, psychosocial, and physical work environment.
- We continue to focus on building a strong and diverse culture among our employees and managers from different nationalities.
- Continues the work «Care»:

OUR VISION

WE

- **C**are about people and the environment
- **A**re always safe
- **R**espect Diversity
- **E**mbrace our Values



Evaluation at a more general level is done in various groups, which may for example consist of top management, the Management team, the Care Team, HR, AMU, HSE, BHT and employee representatives (shop stewards and safety representatives).