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Human Rights

The incredible breadth of our operations and diversity of our workforce embodies our Company's respect for the human rights and dignity of all people. Halliburton supports universal human rights, as defined by the United Nations Universal Declaration of Human Rights. To that end, we comply with all applicable employment laws, adhere to fair and ethical employment practices, and incorporate human rights into our policies on health, safety, and security. To read more about our beliefs and practices around human rights, including our Internal Human Rights Policy, please visit the [Halliburton](#) website. Our Human Rights Statement and [COBC](#) are also available on our website.

2021 HIGHLIGHTS

Human Rights in the Supply Chain

To better screen suppliers for potential human rights risks and abuses, Halliburton launched two internally developed tools to complement our new digital supplier management system. These tools include:

- Our human rights dashboard, which evaluates suppliers' risk at the product category, country, and spend level. This information can identify areas that require more detailed follow-up.
- A more detailed human rights questionnaire that we tailor to individual suppliers and their risk levels. The questionnaire asks about topics such as forced labor, child labor, migrant and contract workers, bonded labor, prison labor, subcontractors, and labor brokers, as well as policies surrounding due diligence, training, working hours, recruitment fees, physical punishment, freedom of movement, and use of security personnel.

For more information about our supply chain governance, please read [Chapter G5 on Supply Chain](#) in this report.



Our Human Rights Sustainability Commitment

Support universal human rights as defined by the United Nations Universal Declaration of Human Rights through fair and ethical employment practices and our Code of Business Conduct.

New and Emerging Human Rights Regulations

Halliburton complies with evolving regulations such as the UK Modern Slavery Act and the newly introduced Australia Modern Slavery Act, both of which require companies to disclose information on efforts to eradicate human trafficking and modern slavery from their business and global supply chains, including steps taken and controls put in place to address these human rights risks. Our statement of compliance with the UK Modern Slavery Act and our statement of compliance with the Australia Modern Slavery Act are available on [our website](#).

Halliburton monitors similar, emerging legislation around the world, such as that of the upcoming European Union and Norway requirements. As more countries debut human rights legislation, we will respond and confirm alignment with our policies and practices.

Indigenous Inclusion Strategy



In 2021, building upon the 2020 development and initiation of our Indigenous Inclusion Strategy, Halliburton's senior leadership team focused on improving indigenous inclusion and awareness throughout all facets of our Company and in our business relationships. This commitment led to the creation of our Indigenous Inclusion Leadership Steering Committee, which consists of a diverse group of individuals who are passionate about this initiative. This committee meets regularly to track progress and provide direction.



First, we collaborated with experts to develop a cultural awareness program that reaches employees in the field, office, or at home through virtual training or full-day sessions.

Second, we established a supply-chain-led Economic Inclusion Working Group to help us increase our number of indigenous suppliers and contractors. We assessed Halliburton's contracting requirements and aligned them with indigenous community capacity. We then created and launched a repository of indigenous contractors in our operating areas, giving decision-makers on contracts

access to current information on community capacity. As a result, we added numerous indigenous contractors to Halliburton's supply chain.

Additionally, Halliburton employees engaged with indigenous communities in a variety of ways:

- Leader-to-leader meetings
- Celebration events for career training programs
- Broad discussions with representatives from indigenous communities on how to foster long-term partnerships
- Establishment of our Indigenous Community Investment Program, aligned with the Halliburton Pillars of Giving

Lastly, we hired an indigenous and community relations manager with 25 years of experience to help us ensure we execute our indigenous inclusion strategy and form sustainable, mutually beneficial relationships.

Throughout the year, Halliburton met with customers to inform them of our strategy and the progress we have made, and to discuss opportunities for collaboration.

In 2022, we will expand our relationship-building efforts to more communities, while further enhancing our economic inclusion, cultural awareness training, and engagement with our customers.