

Company Policy

Human Rights

Date Approved: April 11, 2018

Reference No.: 3-90113

PURPOSE

This Policy sets forth the Company's Human Rights policy. The Company supports universal human rights and is committed to ensuring its employees and stakeholders are treated with dignity and respect. This policy is guided by international human rights principles.

SCOPE

This policy applies to Company operations worldwide.

PURPOSE

The Company is committed to compliance with the requirements of applicable employment, labor, and human rights laws to ensure fair and ethical employment practices. The Company demonstrates this commitment in its employment practices, including through its non-discrimination, minimum age, and fair compensation policies; its policies on health, safety, and security for its employees; and its Code of Business Conduct (COBC). The Company's goal is to conduct business with those who share its commitment to these same practices.

Non-Discrimination and Anti-Harassment

The Company provides equal employment opportunities to all qualified individuals and endeavors to create a workforce that is a reflection of the diverse population of the communities in which it operates.

The Company does not tolerate discrimination or harassment on the basis of race, color, religion, disability, genetic information, pregnancy, citizenship, marital status, sex/gender, sexual preference/sexual orientation, age, veteran status, national origin, or any other status protected by laws or regulations. All employment decisions, including recruitment, hiring, placement, training, promotions, benefits, and compensation, are based upon an individual's merits, qualifications, and performance, while seeking to achieve a diverse workforce.

Privacy

The Company is committed to maintaining the privacy of our employees, customers, and other third parties and will only collect, transmit, disclose, or use personal information for legitimate business purposes and in compliance with applicable law.

The Company has adopted security procedures to protect personal information and confidential third-party data from unauthorized access and use.

Adherence to Local Laws Regarding Work Hours, Wages, and Benefits

The Company follows all local laws regarding employee work hours, wages, and benefits. The Company frames its compensation practices based on market and industry standards.

Collective Bargaining and Freedom of Association

The Company respects its employees' right to freely participate or choose not to participate in labor unions and to collectively bargain in accordance with applicable local laws.

Safe and Healthy Work Environment

The Company maintains a safe and healthy work environment and complies with all applicable health, safety, and environmental laws.

The Company's Stop Work Authority Program gives all employees the authority and responsibility to intervene or stop a task without fear of reprisal if they observe an unsafe or hazardous action or condition at the work site or have concerns regarding the control of an HSE risk.

Workplace Security

The Company is committed to keeping employees, contractors, and facilities safe while respecting the human rights and security of local communities.

Prohibition on Child and Forced Labor

The Company does not employ child labor and complies with local minimum age laws; however, this does not prevent the Company from offering student internships or similar workplace learning opportunities.

The Company does not employ forced or compulsory labor and ensures that the terms of employment are voluntary.

The Company requires potential suppliers, vendors, and contractors to confirm their compliance with such laws by requiring that their proposals include a statement of their intent to adhere to laws and regulations regarding child or forced labor and the payment of wages.

Expectation of Suppliers

The Company's COBC, business values, and culture reflect an environment in which everyone is treated with dignity and respect. The Company expects its suppliers to comply with the law in each place the Company does business and to abide by the Company's COBC, policies, and practices in all of their business activities.

Reporting Concerns

Employees should direct questions about possible violations of the law, Company policies (including this policy), or the COBC to their supervisor, Human Resources, the Global Ethics & Compliance group, or the [Halliburton Ethics Helpline](#).

Anti-Retaliation Policy

The Company will not tolerate any type of retaliation against an employee for making a report or participating in an investigation in good faith. Retaliation is defined as any adverse action taken against an employee because he or she exercised his or her protected rights.

DEFINITIONS

Company means Halliburton Company, a Delaware corporation, its successors and subsidiaries and their divisions.

REFERENCE

- [Code of Business Conduct \(COBC\)](#)

APPROVED BY: Policy Committee

For further assistance: [FHOU POLICY](#)