



# Slavery and Human Trafficking Statement

REPORTING FOR FISCAL YEAR 2018

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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 eradicate slavery and human trafficking from their business 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 2018. The statement describes our business structure, relevant policies, and ongoing efforts to reduce the possibility that slavery and human trafficking occur in our business or global supply chains. In addition to satisfying our obligations under the Act, we intend 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 celebrates its 100 years of service as one of the world's largest providers of products and services to the energy industry. With 60,000 employees, representing 140 nationalities in more than 80 countries, the company helps its customers maximize value throughout the lifecycle of the reservoir – from locating hydrocarbons and managing geological data, to drilling and formation evaluation, well construction and completion, and optimizing production throughout the life of the asset.

Halliburton comprises 14 product service lines (PSLs). The 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. 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 our business excellence and embodies the company's respect for human rights and the dignity of all people.

Our values are our corporate DNA and are fundamental to how we relate to each other and to all those with whom we interact. We have seven distinct values, including:

- » **Integrity:** Ethics and integrity are the foundation of our brand and the guiding principles for all we do.
- » **Safety:** Priority number one. We are focused on our own personal safety, as well as the safety of others.
- » **Respect:** We are honest with ourselves and each other.

## SUPPLY CHAIN MANAGEMENT

As the largest support function within Halliburton, Supply Chain manages a complex, global network of suppliers, warehouses, cross-docks and manufacturing facilities. Comprised of procurement, manufacturing, materials and logistics, the global Supply Chain function is responsible for over 20 manufacturing centers spanning the globe, and has team members working in nearly every country where the company operates.

Halliburton maintains the highest standards of corporate citizenship throughout our global operations and requires the same from our suppliers. We strive to maximize the positive economic and social impacts of our value chain, while minimizing environmental impacts. Halliburton engages local and diverse suppliers in the countries where we operate, which not only exemplifies good corporate citizenship, but is also good business as it increases the strength and resiliency of our supply chains.

## POLICIES

Halliburton is committed to compliance with the requirements of all applicable employment, labor and human rights laws to ensure fair and ethical employment practices. This includes our non-discrimination, minimum age, freedom of association and fair compensation policies as well as our policies on health, safety and security for our employees. As part of the company's commitment, our requirements set forth the expectation that our suppliers will uphold the fundamental rights of their employees as stated in the Universal Declaration of Human Rights expressed by the United Nations.

Our Code of Business Conduct (COBC) requires employees, directors, officers, and all third parties that conduct business with or on our behalf, to 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 our Global Ethics & Compliance group through the Ethics Helpline or another method. The Ethics Helpline is operated by a third-party agency and is available in multiple languages, 24 hours a day, seven days a week. Reports can be made anonymously. We strictly prohibit retaliation for reporting potential violations of the COBC or the law.

The company's goal is to conduct business with those who share our commitment to human rights. Halliburton's Human Rights Statement, Supplier Ethics Statement and Supplier Ethics Letter outline our commitment to corporate social responsibility and global citizenship. Anyone conducting business with Halliburton is expected to uphold the same ethical standards and to comply with all applicable employment, labor, and human rights laws to ensure 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 tender and onboarding processes. Additionally, all three documents are always available on our external website.

Finally, Halliburton adopted an internal Human Rights policy in 2018 to further demonstrate our commitment to and respect for human rights. The policy defines the company's standards and principles with respect to human rights, provides guidance to employees regarding their human rights responsibilities, and explains how Halliburton will enforce the policy.

Specifically, the new policy establishes guidelines related to the following:

- » Non-discrimination and anti-harassment
- » Privacy
- » Adherence to local laws regarding work hours, wages, and benefits
- » Collective bargaining and freedom of association
- » Safe and healthy work environment
- » Workplace security
- » Prohibition on child and forced labor
- » Expectation of suppliers
- » How to report concerns
- » Halliburton's anti-retaliation policy

## DUE DILIGENCE PROCESS

Halliburton performs due diligence on suppliers with respect to slavery and human trafficking in a variety of ways. First, Halliburton communicates its expectations of suppliers regarding human rights through the Supplier Ethics Letter and the Supplier Ethics Statement. Second, Halliburton requires suppliers to contractually commit to protect and uphold the fundamental human rights of their employees as stated in the Universal Declaration of Human Rights.

Third, Halliburton requires suppliers to our UK operations to complete a questionnaire to verify that adequate controls exist to prevent slavery and human trafficking. Specifically, suppliers must confirm their awareness of the Act and describe the controls in place to comply with the Act within their businesses and their supply chains.

Finally, Halliburton conducts an evaluation of our highest-spend suppliers on an annual basis. In 2018, we enhanced the supplier evaluation process to include an assessment of our suppliers' policies and procedures regarding forced labor and human trafficking, wage deductions, and timely and accurate payment of wages for all workers.

## RISK ASSESSMENT

Halliburton conducts 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, we analyze a number of data points, including the supplier's questionnaire responses and the Global Slavery Index. Halliburton's suppliers, their assigned risk levels, and the related data points are stored in a central database which allows us to segment suppliers by risk level and analyze the information to gain a deeper understanding of our supply chains.



## TRAINING

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

## MEASURING EFFECTIVENESS

Halliburton has issued questionnaires to over 1,100 suppliers, accounting for over 80% of all UK spend, and has assigned each supplier a risk level based on an evaluation of their questionnaire responses and other relevant data points. Additionally, over 90% of European Supply Chain employees have completed a training course that enhances their ability to identify signs of human trafficking and forced labor and prevent other issues related to human rights abuses.

## LOOKING AHEAD

In 2019, we will continue taking steps to strengthen our commitment to the Act and prevent slavery and human trafficking in our business and our supply chains. Such efforts will include:

- » Enhancing our policies, processes and procedures as appropriate in light of changes in the law and evolving best practices.
- » Raising awareness and educating our employees and suppliers on how to identify signs of human rights violations and their role in upholding our commitment to human rights.
- » Continuing to evaluate supplier risk level and identify and educate high-risk suppliers on the Act, their responsibilities, and our expectations.
- » Reassessing high-risk, high-spend vendors to determine progress made in complying with the Act.

For and on behalf of  
Halliburton Energy Services, Inc. and  
Halliburton Worldwide GmbH

Myrtle L. Jones  
Director  
June 10, 2019

For and on behalf of  
Halliburton Manufacturing and Services Ltd.

David Johnston  
Director  
June 10, 2019