



BJ Energy Solutions, LLC Forced Labour & Child Labour Report – 2023

Pursuant to the Canada Fighting Against Forced Labour & Child Labour in Supply Chains Act

1 Introduction

This statement is being filed with respect to the activities of BJ Energy Solutions, LLC, including its affiliate BJ Energy Solutions Canada, ULC, (“BJES”) for the fiscal year ended December 31st, 2023.

When used in this report, the terms “forced labour” and “child labour” have the same meanings as given to them by the Fighting Against Forced Labour and Child Labour in Supply Chains Act (“the Act”).

2 Entity Structure, Activities, and Supply Chains

BJES provides industry leading hydraulic fracturing solutions to upstream oil and gas companies engaged in the exploration and production of North American oil and natural gas resources. BJES was incorporated under Delaware law and is headquartered in The Woodlands, Texas. With almost 150 years of rich history in serving our clients across North American oil and natural gas basins, BJES is committed to providing innovative technologies to supporting the sustainability and emission reductions.

Our intent is for the BJ Team to act ethically in all we do, and exemplify our shared values of Repeatable Operations, Responsible Stewardship, Right Team, and Solutions Focused. We seek to ensure BJ Energy Solutions remains in compliance with all applicable laws, rules and regulations. BJES encourages employees, independent contractors, third-party vendors, customers and business partners to make BJES aware of any practices, procedures or circumstances that raise concerns about the integrity of its financial disclosures, books and records, as highlighted through our [Code of Business Conduct](#).

Our supply chain has established standards that must be met, which are reviewed annually for relevance, improvement, and/or change. There is a formal review of submissions regarding process changes, updates or improvements and will communicate updates to the supply chain when appropriate, as stipulated by our Supply Chain Standard.

3 Policies and Due Diligence Processes

At BJES, we continue to improve our due diligence measures to ensure we are engaging partners who are committed to doing business the right way and have not participated in unlawful conduct, including forced & child labour.

BJES’s Code of Conduct applies to all employees, contractors, subcontractors, consultants and other agents working for or on behalf of BJ Energy Solutions officers. The Code of Conduct has

been implemented to ensure that BJES adheres to ethical standards and obeys all applicable laws, including applicable labour and employment laws everywhere we operate. It describes expected behaviors and how they relate to BJES's business principles and core values and reflects BJES's commitment to operating in an ethical manner.

We are committed to adhering to all applicable labour and employment laws everywhere we operate. This includes observing those laws relating to child labour, forced labour, and human trafficking. In keeping with the themes in BJES's Code of Conduct, our commitment to ethical responsibility also includes the following:

1. **Child Labour:** BJES will not employ any individuals designated as underage by applicable labour laws. Employees will not be permitted to work in a position where they are younger than the minimum legal age for that job.
2. **Forced Labour.** BJES does not support the use of forced labour or involuntary prison labour. Recruiting and selection activities are conducted in compliance with applicable law and any applicable collective bargaining obligations.

Our Code of Conduct drives compliance with the above requirements, with the expectation that they are the responsibility of each employee.

The Code of Conduct also outlines the process for employees to report potential violations of the Code of Conduct, which includes a reporting system that allows for matters to be reported anonymously if desired. BJES is committed to addressing all potential violations promptly and appropriately. All investigations are conducted in a consistent, comprehensive and confidential manner (to the extent possible) in compliance with applicable laws and appropriate corrective or disciplinary actions are taken when necessary.

This reporting system is fully explored in BJES's Whistleblower Standard, which includes a no retaliation policy that encourages employees, independent contractors, third-party vendors, customers, and business partners to make the Company aware of any practices, procedures or circumstances that raise concerns about the integrity of its financial disclosures, books and records.

4 Forced Labour and Child Labour Risks

BJES verifies that contractors who provide BJES services have an HSE Management System that meets or exceeds that of BJ Energy Solutions' requirements. It shall be determined that the contractor is able to adequately control the hazards and associated risks of their work, as stipulated in our Supply Chain Standard. Prior to being awarded a contract, contractors shall be closely examined for alignment with both BJ Energy and Client HSE requirements.

If the risk of a supplier is found to be significant, the contractor will be required to develop and implement an HSE plan to mitigate the risk within an appropriate period after notification. If the

contractor fails to address risk by the end of the notification period, a suitable alternative contractor may be identified for replacement.

Safety statistics of each contractor will be reviewed on an annual basis. These periodic reviews are based on the amount of risk supplier's face, which is determined by a supplier management tier system. Additionally, BJES has developed an in-house registry for high-risk vendors. This system is used for managing supplier requests, providing services for BJES, and is managed and tracked.

BJES has a reporting policy if employees observe behavior they believe is a violation of the company's code, BJES provides ways to raise the issue and report it anonymously via our Whistleblower Standard.

5 Remediation Measures and Remediation of Loss of Income

Based on our knowledge, BJES has not identified any instances of forced labour or child labour in our supply chains. Consequently, no remediation measures were required for the fiscal year ending December 31st, 2023, in respect of any modern slavery – including forced labour or child labour. Therefore, BJES has not taken any associated measures to remediate the loss of income to the most vulnerable families that result from measures taken to eliminate the use of forced labour or child labour in their supply chains.

6 Training

BJ Energy Solutions prioritizes ethical conduct and recognizes the critical role our employees play in shaping our company culture and driving our success. Therefore, we are dedicated to enhancing employees' understanding and compliance with our policies and procedures. Although BJES does not have a comprehensive, mandatory training program focusing on forced labour and child labour at this time, employees are required to complete computer-based training on our Code of Conduct as well as other BJ Corporate Policies when joining the company. All company policies are reviewed and updated where necessary to ensure that employee training remains up to date.

7 Assessing Effectiveness

BJ Energy Solutions is committed to ethical conduct, as laid out in the BJ Energy Solution Corporate Policies. BJES expects employees to demonstrate a high degree of personal integrity and to perform their job responsibilities in accordance with this policy and acceptable business principles.

Our Corporate Policies emphasize the importance of ensuring and upholding ethical responsibilities and compliance with all applicable laws.

Based off BJES's existing policies, BJES believes that the risk of forced and child labour in our operations is low. Going forward, the Company will continue to review its policies and processes and implement additional changes necessary to continue to ensure that this risk remains low.

In 2024, we intend to:

- Communicate to appropriate internal audiences, the topic of child and forced labour;
- Enhance our supply chain due diligence process to further rescreen potential perpetrators of child and forced labour; and
- Develop and deliver employee training modules on child and forced labour for employees in relevant business groups.

Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

X _____

Warren Zemplak
President & CEO
June 24th, 2024

I have the authority to bind BJ Energy Solutions, LLC and BJ Energy Solutions Canada, ULC.