



WEATHERFORD CANADA LTD

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

ANNUAL DECLARATION 2023

I. INTRODUCTION, APPLICATION AND LIST OF REPORTING ENTITIES

This Report is made on behalf of Weatherford Canada Ltd and addresses the period from 1 January 2023 to 31 December 2023 referred to in the Report as the year “2023”).

The Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (the “**Canadian Modern Slavery Act**”) requires certain reporting entities to publish information describing their actions to assess and address modern slavery risks.

Pursuant to section 9(a) of the Canadian Modern Slavery Act, Weatherford Canada Ltd meets the definition of an entity that produces, sells or distributes goods in Canada and abroad and imports into Canada goods produced outside of Canada.

II. WEATHERFORD STRUCTURE, OPERATIONS AND OUR SUPPLY CHAINS

About Weatherford

Weatherford Canada Ltd is an Alberta Corporation (“**Weatherford Canada**”) and a subsidiary of Weatherford Worldwide Holdings GmbH which itself is a subsidiary of Weatherford International plc. Weatherford International plc is an Irish public limited company registered at 70 Sir John Rogerson’s Quay, Dublin 2, Ireland. Weatherford International’s principal address is 2000 St. James Place, Houston, Texas 77056 (hereinafter, “**Weatherford International**”, the “**Company**”, “**we**” “**us**” and “**our**”).

Weatherford International is a leading global energy services company providing equipment and services used in the drilling, evaluation, well construction, completion, production, intervention, and responsible abandonment of wells across the broad spectrum of energy sources. The work that we do helps enable vital energy production for the world. With over 330 operating locations, including

manufacturing, research and development, service, and training facilities, operators choose us for strategic solutions that add efficiency, flexibility, and responsibility to any energy operation.

Globally, Weatherford International has approximately 18,500 employees, including approximately 750 employees.

Weatherford International conducts operations in approximately 75 countries, organized internally into two (2) key areas: North America and International Operations, and have service, sales and manufacturing locations in nearly all of the oil and natural gas producing regions in the world, across six continents. In Canada, Weatherford operates as an Alberta corporation, with extra-provincial registration in several provinces and Territory including Quebec, Ontario, British Columbia, Saskatchewan, Newfoundland, Manitoba, Nova Scotia, New Brunswick and Northwest Territory. Weatherford Canada's main administrative hub (its "regional headquarters") is located in Calgary, Alberta. The company boasts a robust network of facilities across the country, including:-

- (a) two (2) administrative offices in Montreal and within Ontario;
- (b) 18 Service Centers strategically located across operational provinces;
- (c) two (2) manufacturing sites in Edmonton; and
- (d) one (1) Research and Development Center, also located in Edmonton.

Weatherford Canada follows, and benefits from, the global policies and processes of Weatherford International. Where processes or policies differ, reference will be made to Weatherford Canada. To the extent the policies of Weatherford International also apply to Weatherford Canada, no differentiation will be made.

The supply chain structure in Weatherford International is a hybrid model comprising centralised hub functions as well as decentralised local procurement activity. Management of the supply chain in Canada is centralised at the global level of Weatherford International, with supply chain managers reporting ultimately into the Senior Vice President of Global Supply Chain and Manufacturing who in turn reports directly to the Chief Executive Officer of Weatherford International, and all supply chain activity is governed by corporate policies, procedures, work instructions and forms which can be found in Weatherford International's Quality Management Systems ("**QMS**"). The QMS governing system is a rigorous framework which internal stakeholders are required to follow when procuring goods and services, regardless of where they may be globally.

Weatherford Canada has local procurement specialists that also ultimately report into the same management line. Weatherford Canada procures a diverse array of goods and services essential for supporting our operations. These encompass items directly linked to our core business of providing oil and gas services, as well as indirect purchases necessary for general business operations. Goods and services are procured through our enterprise resource planning system ("**ERP**") or controlled non-purchase order forms. Each purchase order transaction defines the approved and active supplier, contract details and shipping information, and are approved based on the approval matrix in our internal grant of authority ("**GOA**"). Weatherford International takes a tiered approach with our suppliers based on spend and whether these are direct or indirect suppliers.

Weatherford Canada's supplier network is extensive, with over 1,250 suppliers as of the date of this Report mostly from Canada, the United States, and a few from China and the United Kingdom.

Our Mission, Vision and Core Values

Mission: Producing energy for today and tomorrow.

Vision: As a global leader in energy services, operators trust Weatherford to drive maximum value, streamline operations, and enhance safety. In partnership with our customers, we are committed to producing innovative energy solutions that are environmentally and economically sustainable to drive our industry forward. We believe in upholding the principles outlined in the United Nations Global Compact, and those in the Universal Declaration of Human Rights.



III. OUR MODERN SLAVERY RISK ANALYSIS

At Weatherford International we are committed to increasing awareness of modern slavery not only because we care about our compliance obligations, but because it is the right thing to do.

Weatherford Canada procured approximately 260 million USD of goods and services in financial year ending 31 December 2023. Most of these goods and services came from Canada, the United States, China and the United Kingdom.

As an oilfield services provider, we have reviewed our operational footprint, and that of our supply chain, against publicly available resources and indices and currently consider our most significant risks for modern slavery to lie within the ancillary services and manufacturing activities that support our organisation. Some of these at-risk groups comprise contingency workers (such as outsourced labour, contracted cleaning, catering or landscaping services, onsite security guards) and suppliers of raw materials, including conflict minerals.

We consider third-party contingent labour suppliers to be of heightened risk, particularly when our suppliers may utilize local recruitment agencies, agents and brokers in order to source labour personnel for manual work on our behalf.

In 2020, Weatherford International committed itself to ensuring that suppliers falling into these high-risk areas could be identified, assessed, trained and monitored as part of good supply chain management governance. These efforts are ongoing, and we recognize the need to continuously improve on our policies and processes. Our approach to date is set out below.

IV. MODERN SLAVERY: WEATHERFORD'S POLICIES AND PROCESSES

Our workforce. In line with our core values, our policies and procedures support employee wellbeing and decent working conditions across the Company and our supply chain.

Weatherford rejects forced, compulsory or prohibited child labour¹. We prohibit any practices that compel individuals to work against their will or exploit children for labour purposes. Our commitment is firm: we expect all work to be voluntary and compliant with applicable laws, promoting the safety and dignity of every individual in our workforce and supply chain.

Employee Performance and Progression. We provide employees with growth opportunities, attractive compensation, competitive benefits, and the chance to make direct contributions to our future success. Our commitments towards our employees are simple and straightforward: individual development, a safe and inclusive place to work, competitive pay for competitive performance, and offering employee benefits that support wellbeing.

We are committed to conducting our business in a manner that respects the Universal Declaration of Human Rights and the International Labour Organization's core standards.

Diverse, Equitable, And Inclusive Workspace. Our approach to the DE&I Program is championed by the executive team of Weatherford International and through to our frontline employees. Our goal is for our corporate DE&I objectives and agenda to cascade top-down across the business to all employees, with local geographies having the ultimate responsibility of growing and sustaining the program, including fostering our Employee Resource Groups (“**ERGs**”). Weatherford International's DE&I efforts are evident through various initiatives across the organization. Some examples include the formation of Weatherford Canada's Indigenous Engagement Committee, with significant indigenous representation to strengthen our ties with indigenous communities in the locations that we work, our support of the LGBTQ+ community through our EveryONE network and participation in events like the Calgary Pride Parade, as well as the global Women of Weatherford (“**WOW**”) network that promotes gender diversity and leadership. All of these efforts demonstrate our commitment to fostering an inclusive workplace and community.

Health And Safety. We maintain several programs to educate and reinforce our expectations for health and safety competency, consistency, and reliability across our operations worldwide. Weatherford's Code of Business Conduct reminds all our employees to comply with all applicable health and safety policies and laws in the places that we operate. Quality, health, safety, and environmental controls are detailed within our Weatherford Operational Excellence and Performance System (“**OEPS**”) management system with the intent of meeting all applicable regulatory, legal, and customer requirements, as well as incorporate global leading practices.

OUR POLICIES

Code of Business Conduct. Our Code of Business Conduct is the foundation for building an ethical and accountable workplace, and any employment or business with Weatherford International is subject to compliance with this Code of Business Conduct. Specifically, our Code of Business Conduct applies to every director, officer and employee globally, as well as to all third parties who work on Weatherford

¹ As a global organisation, Weatherford complies with applicable local minimum age laws in each jurisdiction, but it should be noted that different jurisdictions may have different minimum age requirements. Weatherford expressly prohibits child labour contrary to applicable laws.

International's behalf. It drives the way we do business in Canada and around the globe. We adhere to the values and behaviours outlined in our Code in everything we do, and we expect the same of those working for us.

Weatherford's Compliance function works alongside our business to manage risks, including modern slavery and human rights violations. We prohibit any modern slavery and human rights violations and are committed to acting ethically and with integrity in all our business dealings and relationships.

Our employees are expected to:

- be vigilant in the course of their work against possible examples of modern slavery;
- respect people, and treat others fairly, consistently, and with respect for the protection of rights and obligations;
- understand the human rights issues where they work and follow Weatherford's commitment and policies;
- comply with applicable local laws related to working hours and fair wages;
- not knowingly do business with anyone who engages in forced labour, human trafficking, or the exploitation of any person including children (as defined by applicable laws in Canada);
- ensure a culture that promotes internationally recognized standards for human rights and zero tolerance for human rights abuses; and
- remind suppliers of their obligation to comply with our Supplier Code of Conduct including its human rights provisions.

Human Rights Standard. This policy which is publicly available outlines our approach to human rights (including modern slavery) and our commitment to ensuring our employees and stakeholders are treated with dignity and respect. This standard is guided by international human rights principles found in the Universal Declaration of Human Rights, the Voluntary Principles on Security and Human Rights, and the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises. Specifically, it requires respect for human rights always, and that all people be treated with dignity and respect, and without discrimination, harassment or retaliation.

Weatherford is committed to respecting, protecting, and fulfilling human rights and fundamental freedoms of those working within or affected by our business. We prohibit all forms of forced, compulsory, child, or other prohibited labour internally and in our supply chain. All work must be completed voluntarily meaning the employee is free to quit, strike, or otherwise cease work in a safe manner compliant with applicable law. The standard also calls for compliance with local working hours, wage and safety laws and allowing freedom of association and collective bargaining. Finally, among its remaining provisions, it also requires we identify and monitor potential human rights impacts of our industry and promote a "speak up" culture valuing transparency. All of these efforts are intended to contribute to combatting modern slavery.

Supplier Code of Conduct. We know that the strength of Weatherford's reputation is based not only on our own conduct, but also on the behaviour of those with whom we do business. Our Supplier Code of Conduct, which applies to all suppliers of goods and services of any type to Weatherford International, sets out our expectations for our supply chain, including obligations related to ethical business conduct, trade compliance, human rights, environmental responsibility, and conflict minerals.

Specifically in relation to human rights, Weatherford International expects its suppliers to share our commitments to human rights principles as guided by the Universal Declaration of Human Rights, the Voluntary Principles on Security and Human Rights, and the Organization for Economic Co-Operation and Development (OECD) Guidelines for Multinational Enterprises. Among these obligations, suppliers are expected to never employ forced labour (work done against a person's will), prison labour, indentured labour, exploited bonded labour, or other prohibited labour or engage in any form of modern slavery, including human trafficking, as well as to comply with local minimum age laws and never employ prohibited child labour.

Conflict Minerals Policy. We know that revenue from conflict minerals has been linked to funding for groups engaged in extreme violence and human rights atrocities. As a result, we prioritize sourcing materials and components from companies that share our values and commitment to human rights, ethics, and environmental responsibility regarding conflict minerals. In line with this, we have implemented a Conflict Minerals Policy, an excerpt of which is included in our Supplier Code of Conduct. To further this goal, Weatherford International requires its suppliers to (i) undertake reasonable due diligence within their supply chain to identify and document the source of origin of the minerals contained in the materials, components, and products provided, (ii) respond to our inquiries, (iii) adopt policies and systems to source conflict-free minerals, and (iv) require their suppliers to adopt similar socially responsible sourcing practices and policies.

Our Conflict Minerals Report is required to be filed with the US Securities and Exchange Commission and is available on our website contains fuller details of the due diligence undertaken by us in respect of conflict minerals in our operations and supply chain.

OUR KEY PROCESSES

Listen Up – In addition to the above policies, another core element of our commitment to human rights includes fostering a culture of disclosure of compliance concerns -- including those relating to modern slavery and fair labour requirements -- and protection of those who report suspected non-compliance.

Specifically, in addition to promoting open and honest communication lines with management, Legal, Compliance, and HR, our confidential reporting tool, Listen Up (available at www.listenupwfrd.com), is a resource for employees, customers, suppliers, and all other stakeholders to report conduct that is or may be illegal, unethical, or otherwise violate our Code of Business Conduct, Human Rights Standard, Supplier Code of Conduct or other policies or procedures. Concerns may be reported to the hotline via telephone or internet in multiple languages, 24 hours a day, 7 days a week, and may be reported anonymously if desired. Our hotline specifically includes a Human Rights category for reporting, and modern slavery related sub-categories, including “child/forced labour” and “slavery/human trafficking.”

We promote our hotline through promotional materials at Weatherford facilities and through Compliance and management communications and trainings throughout the enterprise.

We believe that everyone at every level of our Company, inclusive of our external stakeholders, should be free to raise concerns without fear. To support this, we do not tolerate retaliation against anyone who has raised a concern in good faith.

Training and Awareness – Education and awareness is key to ensuring issues of modern slavery are effectively communicated. Currently, all Weatherford employees are required to acknowledge the Code of Business Conduct and the Human Rights Standard as well as participate in Code of Business Conduct training.

Since 2019 we have conducted a modern slavery risks online training for the segments of our workforce we consider most key to identifying, deterring, and protecting against modern slavery in our company and our supply chain. This includes those company employees and management in our Supply Chain function, who have direct responsibility for supply chain management. We provide ongoing education, training, and development for our employees. Our programs offer resources for a variety of learning opportunities to enhance technical, leadership, and interpersonal skills. These are delivered to our workforce through our GROW Employee Development Program; our NextGen training program for new field engineers and various technical training, as well as policy acknowledgement through the Weatherford Competency Assurance Program (“**WCAP**”).

We actively encourage human rights awareness through communications, discussions and safety moments. For example, in 2022, we launched Integrity Spotlight, a monthly communication to all subsidiaries of Weatherford International on compliance-related topics with tips and resource links. Modern slavery was featured in October, 2022.

In 2023, Weatherford’s Compliance function partnered with our Ethics Ambassadors to deliver targeted modern slavery training. Eight live sessions took place in Canada. Additionally, over 56% of our employees in Canada received live Code of Business Conduct training, which also includes a focus on modern slavery risks and awareness.

Supply Chain Due Diligence In addition to our internal safeguards, our enterprise Global Procurement Policy requires that all suppliers providing goods and/or services to Weatherford are reviewed, approved and managed in accordance with Weatherford’s internal procurement policies.

To assess risk, new suppliers are encouraged to complete self-assessment questionnaires, which includes information on human rights violations.

In 2022, we enhanced our supplier due diligence by creating an additional “Human Rights Questionnaire” which is being progressively rolled out to our suppliers of contingent labour globally. Through this questionnaire, certain suppliers provide additional information on higher-risk areas of human rights concerns, including:

- **Policies and Procedures** in place to safeguard human rights, such as codes of conduct, HR related policies and whistleblowing processes.
- **Risk Assessments and Safety processes in place**, including an assessment of geographical risk as identified by the Global Rights Index, audit practices, HSE statistics and whistleblowing or other reporting channels for people to report human rights violations.
- **Employment Practices**, including details of pay, verification of minimum statutory wage and overtime, policies on recruitment/hiring fees, age verification of employees, and details of employee benefits provided.

- **Operations**, including compliance with applicable human rights laws, training practices on modern slavery and human trafficking and any other measures in place to monitor their own supply chains for human rights obligations.
- **Supply Chain Management**, such as any supply chain mapping, training, and oversight.

Sub-optimal responses to these self-assessment questionnaires trigger a review by the Compliance function prior to onboarding.

Screening New suppliers are screened prior to onboarding. Screening is done by our Compliance function, using both internal and third-party platforms, to verify the supplier is not a restricted party based on international trade regulatory lists issued by government regulatory agencies worldwide.

Certain high-risk suppliers are also screened by the Compliance function for Sustainability, Ethics and Governance risks, including modern slavery violations. While not currently standard practice for all new suppliers, this additional screening is also used when sub-optimal responses are received during the self-assessment process above.

After review by the procurement team, with input from Legal and Compliance as required, suppliers are approved by local and category managers.

Audits and Assurance - Once approved, our Tier 1 suppliers are subject to our internal Audit Policy, under which audits are regularly conducted to verify the adequacy and effectiveness of quality management systems, compliance with our policies and procedures and the ability of those suppliers to continue to provide high quality products and services. These existing audit criteria are now under review. However, for the period of this Report, Weatherford Canada did not conduct any supplier audits specifically in relation to modern slavery or forced labour during the period of this Report.

Finally, to ensure effective oversight of our key processes, Weatherford's global Assurance group provides risk-based and objective assurance, advice, and insight regarding the effectiveness of enterprise risk management, controls and governance processes on behalf of management, the Board, and other stakeholders.

The Assurance group works closely with Compliance. However, to maintain independence, Assurance reports directly to the Audit Committee of the Board of Directors. Any internal audit findings are communicated to local management, the executive leadership team, and the Audit Committee and all findings are monitored to ensure proper remediation occurs.

V. ASSESSING OUR EFFECTIVENESS

As part of our governance processes, we monitor compliance with our policies on an ongoing basis. We also review any concerns raised through Listen Up and other informal mechanisms of employee feedback.

Any allegations of conduct that deviate from our established policies and values undergo a thorough investigation, conducted by compliance investigation specialists within Weatherford International.

These specialists are tasked with examining concerns or allegations related to breaches of our Code of Business Conduct and other policies. Upon confirmation of a violation, appropriate action is taken. Depending on the severity of the conduct in question, post-investigative discipline and remediation measures may include the implementation of Key Performance Indicators, on-site audits or, in severe instances, termination of the business relationship. Weatherford International maintains a strict anti-retaliation policy, protecting persons who raise legitimate concerns in good faith.

The standard master purchase agreement format of Weatherford International incorporates provisions for the immediate termination of the relationship in the event of supplier breaches pertaining to anti-corruption and ethical business conduct, including adherence to our Supplier Code of Conduct. This stance is echoed in the Supplier Code of Conduct which includes obligations relating to human rights and forced labour, and states unequivocally that Weatherford International may choose to terminate a supplier relationship at any time for failure to adhere to the obligations therein.

Listen Up received no modern slavery related concerns in Canada for the period of this Report. Accordingly, Weatherford Canada was not required to take measures to remediate any forced or child labour, or to remediate the loss of income to the most vulnerable families resulting from such measures.

VI. CONCLUDING REMARKS

Weatherford prohibits the use of all forms of modern slavery in our organization and through our supply chain. For the period of this Report, we did not identify any instances of forced labour or prohibited child labour in our activities and supply chains, nor have we identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or prohibited child labour in our activities and supply chains.


We are committed to ongoing improvement of our policies and processes to ensure any adverse impact our operations have on fundamental human rights are identified, assessed, and remediated.

This report has been approved by the Board of Directors of Weatherford Canada Ltd. for the financial year ending December 31, 2023, by virtue of a resolution in lieu of a meeting dated May 29th, 2024.

In accordance with the requirements of the Canadian Modern Slavery 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 and have the authority to bind Weatherford Canada Ltd.

This declaration and approval has been on behalf of the board of directors of Weatherford Canada, in accordance with section 11(4)(b)(ii) of the Canadian Modern Slavery Act.

It should be noted that Weatherford currently has similar reporting obligations with regards to human rights and modern slavery in the United Kingdom, the United States, and Norway. These sister statements can be found on our website.

DocuSigned by:

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Pamela M. Webb

Vice President, Director, and Assistant Secretary of Weatherford Canada Ltd.

[5/29/2024]

I have the authority to bind Weatherford Canada Ltd.