



# Modern Slavery Report

2022



# Introduction

This statement constitutes the Slavery and Human Trafficking Statement (United Kingdom) and joint Modern Slavery Statement (Australia) (together, the “Statement”) with respect to the fiscal year ended 31 December 2022. The Statement summarizes the policies and goals of Schlumberger Limited and its consolidated subsidiaries (together, “SLB,” “us,” “our” or “we”) with respect to the prevention of slavery and human trafficking within our own operations, value chain and business relationships, as well as relevant actions taken in 2022 in furtherance of these policies and goals. The Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (United Kingdom) and Section 14 of the Modern Slavery Act 2018 (Australia).

## Executive Summary

At SLB, we are committed to conducting business in a manner that preserves and respects human dignity, which is fundamental to our purpose—to create amazing technology that unlocks access to energy for the benefit of all. By respecting human rights, we look to avoid harm, and we seek to contribute to more inclusive societies embraced by the United Nations Sustainable Development Goals.

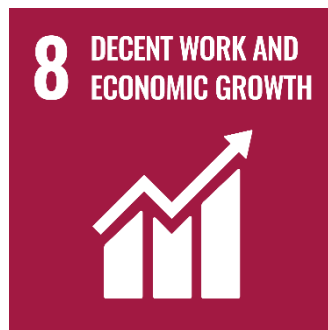
Our approach to modern slavery is embedded within our broader commitment to respecting human rights. We seek to apply this commitment to all SLB’s operations, value chain and business relationships, including suppliers, contractors, and labor agents, and have made public commitments to global human rights standards including the [United Nations Guiding Principles](#) (UNGPs) and the 10 [United Nations Global Compact Principles](#) on human rights, labor, environment, and anti-corruption.

We prohibit any use or contracting, directly or indirectly, of child labor, forced labor, human trafficking, or any other form of modern slavery.



## Over the last year, SLB has:

1. Been awarded the Best Supplier Award in the Human Rights category by Petrobras.
2. Completed four independent human rights audits of our facilities and suppliers in three countries and implemented action plans to enable improvements in performance.
3. Completed 22 human rights self-assessments at SLB facilities.
4. Certified over 100 SLB drivers as part of the Truckers Against Trafficking training program at our Driver Training Center in the US.
5. Trained more than 12,000 employees on human rights topics and addressed Human Rights as part of our agenda at the local SLB supplier forum.
6. Conducted human rights due diligence questionnaires for 350 higher risk suppliers, verifying that appropriate measures are in place so that workers in our supply chain are treated in accordance with the nine fundamental principles of our [Working Conditions Requirements](#), listed below:



Employment is  
freely chosen



No child labor



No discrimination



No harsh or inhumane  
treatment



Wages are  
respected



No worker should  
pay a fee for a job



Freedom of  
association is  
respected



Complaints and  
feedback systems for  
workers are in place



Working conditions  
are safe and hygienic



# Section 1: Our Company and Supply Chain

## Our Company

SLB (SLB: NYSE) is a global technology company driving energy innovation for a balanced planet. We work each day on innovating oil and gas, delivering digital at scale, decarbonizing industries, and developing and scaling new energy systems that accelerate the energy transition.

Find out more at [slb.com](https://slb.com).



Our Code of Conduct sets out how we are expected to behave, including our responsibility to respect human rights. Members of our workforce, including full-time and part-time employees and contract workers, are required to complete ethics and compliance training on at least an annual basis, or more frequently as appropriate. This training includes annually reviewing our Code of Conduct, and providing a certification, acknowledging receipt of and agreement with our Code of Conduct.

## Our Supply Chain

*"We are committed to respecting human rights across our Planning and Supply Chain organization, including by partnering with our suppliers to prevent modern slavery in our supply chain, protect labor rights and promote a safe, secure and inclusive working environment."*

Gwenola Boyault, Vice President Planning and Supply Chain

An effective, efficient, and responsible supply chain is essential to the success of SLB. Our overarching objective is to optimize long-term value for the company through best-in-class procurement practices. This is achieved through meticulous use of systematic and integrated processes to select, develop and manage our supplier base. We work with our suppliers in a socially responsible and ethical manner, seeking to continuously minimize environmental impact while improving the way in which business is conducted. Our focus is to procure the highest quality products and services when required, and at the highest total value-for-money.

SLB's Planning and Supply Chain plays a critical role in strategically identifying, selecting, developing, collaborating and managing sources of supply and delivery of goods and services. Function performance is assessed based on quality, delivery, cost, environmental and social impact, and customer satisfaction criteria. Defined metrics are used to measure operational performance and identify opportunities for improvement within both SLB and its supplier base.

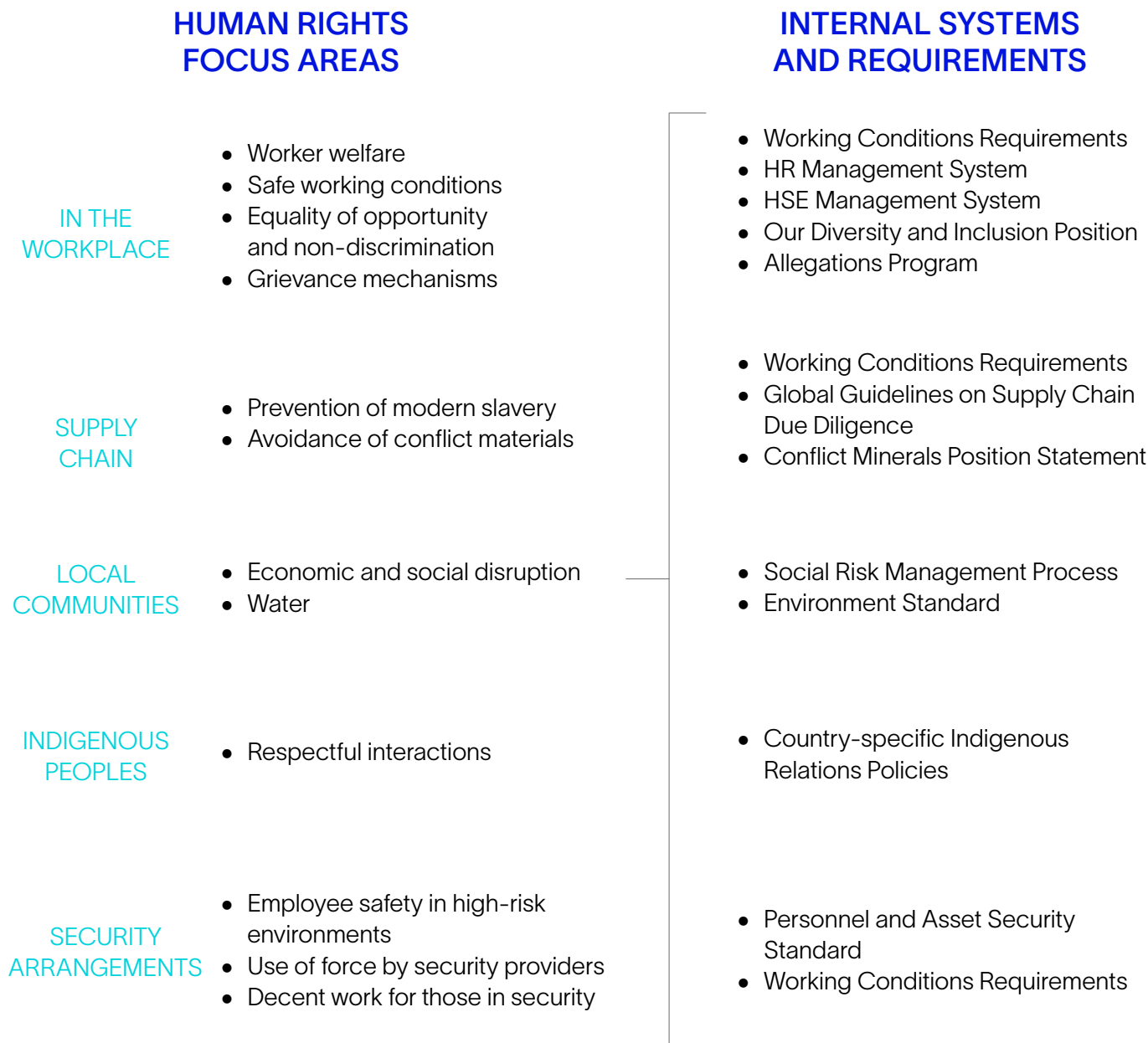
We procure goods and services only from financially stable, technically qualified, and reliable sources. We require that our suppliers—as well as contractors and labor agents—comply with the laws of the countries in which they operate, or with industry guidelines where they exist and are more stringent than local law.

Read more on [slb.com](https://slb.com)



## Respecting Human Rights

SLB manages human rights as an integrated program with overarching policies, systems, and processes that are designed to be consistently applied across the company. We have identified five key human rights focus areas relevant to our global operations, business relationships and supply chain, as reflected in the below chart. The chart also highlights the internal systems and requirements that our operations and employees must adhere to or comply with



## Working with Others



We continue to explore ways we can promote meaningful stakeholder engagement with individuals, workers and communities that are or could potentially be affected by our operations, business relationships, and supply chain. For example, we meet regularly with investors, join industry initiatives and partnerships, participate in academic forums, and, in consultation with our customers, participate in local community meetings. Among our recent human rights-focused partnerships:

- SLB is a participant member of the [United Nations Global Compact](#), supporting and integrating its Ten Principles on human rights, labor, the environment, and anticorruption into our global operations.
- Recognizing the importance of industry collaboration, in 2017, SLB became the first associate member of [IPIECA](#), the global oil and gas industry association for advancing environmental and social performance. In 2019, we became the chair of IPIECA's Human Rights Working Group, working to promote industry collaboration and develop tools and [guidance to address human rights risks](#). Since 2017, we have been a member of the Oil and Gas Trafficking Advocacy Group, a group of operators and service companies who are committed to raising awareness about human trafficking and educating companies in North America about the role they can play in ending it.

# Section 2: Policies and Governance with Respect to Modern Slavery

## Policies

SLB maintains a series of applicable governance documents that support our human rights commitments, including our prohibition of any use or contracting, directly or indirectly, of child labor, forced labor, human trafficking, or any other form of modern slavery.

1. Our [Code of Conduct: Together with Integrity](#) sets forth SLB's commitment to uphold and promote Human Rights, and to conducting business in a manner that preserves and respects human dignity. We demand the same from all our employees, contractors, suppliers, agents, and business partners. We prohibit any use or contracting, directly or indirectly, of slavery, human trafficking, child labor, and any form of forced labor.
2. Our [Human Rights Position Statement](#) provides additional details about SLB's approach to human rights, including our commitment to respect the principles of The International Bill of Human Rights. It incorporates internationally recognized human rights standards including the UNGPs and relevant ILO Conventions.
3. Our [Working Conditions Requirements](#) provide a common baseline for the expected treatment of all employees, contractors, temporary workers, trainee workers, and migrant workers. It sets out nine principles to raise standards and assist our operations and suppliers in reviewing their performance with respect to human rights in the workplace. We have adopted the [Building Responsibly Worker Welfare principles](#), widely used across the energy sector, as the basis for our Working Conditions Requirements.
4. SLB recognizes that there are serious human rights abuses associated with the extraction, transportation, and trade of minerals in some countries, including the Democratic Republic of Congo and its adjoining countries. We support responsible sourcing of materials from suppliers that share our values, and we commit to avoid contributing to the conflict through our sourcing and supplier management activities, as disclosed in our [Conflict Minerals Position Statement](#).

Any supplier entering into a contract with SLB must agree to promote and abide by our Code of Conduct, Human Rights Position Statement, and Working Conditions Requirements. Any such supplier also is required to inform us of any act or omission, actual or potential, that does not comply with the foregoing.

Failure to comply with our Code of Conduct, Human Rights Position Statement, and Working Conditions Requirements is deemed a material breach, entitling us to immediately terminate our agreement with the supplier. We expect our suppliers to implement, throughout their supply chains, human rights obligations similar to those in our agreements with them.

We are committed to providing access to effective remedy when our activities may cause or contribute to adverse human rights impacts. We encourage third parties to do the same when the impact is linked to our business. We have a range of reporting mechanisms, including an online portal and 24-hour EthicsLine system. A confidential and anonymous report can be made by anyone inside or outside of the organization in 150+ languages and a specific allegation type has been added into our program to deal with Human Rights specific allegations. SLB prohibits retaliation for good faith reporting of a potential or actual violation of our Code of Conduct, our internal requirements, or applicable laws as outlined under our Code of Conduct.

## Governance

SLB's Executive Leadership Team is responsible for the development and implementation of our sustainability strategies and programs, including Human Rights, with the oversight of our Board of Directors (Board) and its committees. Our line management is directly responsible for the implementation of the Human Rights program. Our clear governance processes, including training and due diligence processes enable our teams to deliver on our human rights commitments.

Our Executive Leadership Team discusses human rights issues as part of our sustainability agenda and continues to provide oversight of our human rights program. A Human Rights Working Group was formed in 2018, with representatives across the business, to advise on human rights-related risks and to review the operational effectiveness of our human rights program.

### A STRONG GOVERNANCE FRAMEWORK TO DRIVE ACTION

#### 1. TONE FROM THE TOP

- SLB CSSO and Chief Legal Officer were featured in our new 'Introduction to human rights' training.
- Continued to convene our global Human Rights Working Group, with senior representatives across SLB advising on priorities and reviewing the operational effectiveness of the program.

#### 2. GOVERNANCE DOCUMENTS

- Developed our Human Rights Framework, demonstrating how we consistently embed and respect human rights in our culture and throughout the business.
- Updated our Working Conditions Requirements.

#### 3. AWARENESS

- Released an 'introduction to human rights' awareness video for employees covering key processes to implement our human rights commitments.
- Extended our online continuous training materials to provide targeted training to employees, contractors, and suppliers, adapted from IPECA and Building Responsibility labor rights training.

#### 4. RISK MANAGEMENT

- Partnered with a third party to assess inherent human rights risk exposure levels in SLB facilities around the globe, to prioritize sites for additional awareness training.

#### 5. THIRD PARTY MANAGEMENT

- Expanded our supply chain human rights due diligence program in geographies throughout the world.
- Updated our approach to supplier training and engagement, and added specific human rights language in our supplier contracts.
- Developed and implemented contract-specific worker welfare plans and modern slavery plans in six countries.

#### 6. ASSURANCE AND ACCOUNTABILITY

- Piloted a human rights self-assessment in 11 SLB facilities, as the basis for an assurance program to verify compliance with our Working Conditions Requirements across our operations.
- Reported our efforts to identify and prevent the risk of modern slavery as per this Modern Slavery Statement.

Learn more about our commitments, approach, focus areas and the strong governance framework of our human rights program [here](#)

# Section 3: Risk Assessment and Due Diligence

Consistent with the UNGPs, our approach to modern slavery covers each area articulated in the [IPEECA Human Rights Due Diligence Guidance](#) (2021) model reflected below:



## Assessing Risk in Our Supply Chain

We take a risk-based approach to managing human rights, in line with our risk management policy, enabling us to focus resources where human rights issues present the most significant hazard. Understanding where our key supply chain risks lie is the starting point for taking action. In 2019, we commissioned an independent risk analytics firm to complete a high-level risk assessment across our global operations, identify the primary human rights risks in our supply chain and help us prioritize action items in response to these risks. This assessment covered all of our active direct suppliers—meaning those suppliers who provide goods and services directly to SLB—across various purchasing categories and countries in which our suppliers do business.

## Evaluating and Managing Suppliers

We continue to evolve how we evaluate and manage human rights risks through our sourcing and supplier management processes. We use a variety of resources and tools to prevent exploitative work practices and modern slavery in our supply chain. We have:

- Appointed a dedicated sustainability role in our Planning and Supply Chain organization to strengthen management and oversight of our sustainable supply chain program.
- Communicated supplier expectations on our [website](#), including specific human rights-focused guidance.
- Integrated initial human rights due diligence steps into our onboarding process for all potential suppliers.
- Implemented a standard business conduct clause in our supplier contracts, which require our suppliers to act in accordance with our Code of Conduct, Human Rights Position Statement, and Working Conditions Requirements.
- Developed a supplier risk mapping platform to map our suppliers for human rights country risks and supplier category risks and help prioritize suppliers for enhanced due diligence.
- Rolled out industry-standard self-assessment questionnaires with 350 higher-risk suppliers, which are designed to raise awareness of human rights risks and identify suppliers' management processes and controls.
- Conducted 22 Human Rights internal self-assessments, covering our on-site contractors and suppliers, in our higher risk facilities.
- Continued our dialogue with suppliers through supplier forums and performance reviews, as well as making the IPIECA and the Building Responsibly modern slavery training (described below) available online to our suppliers.

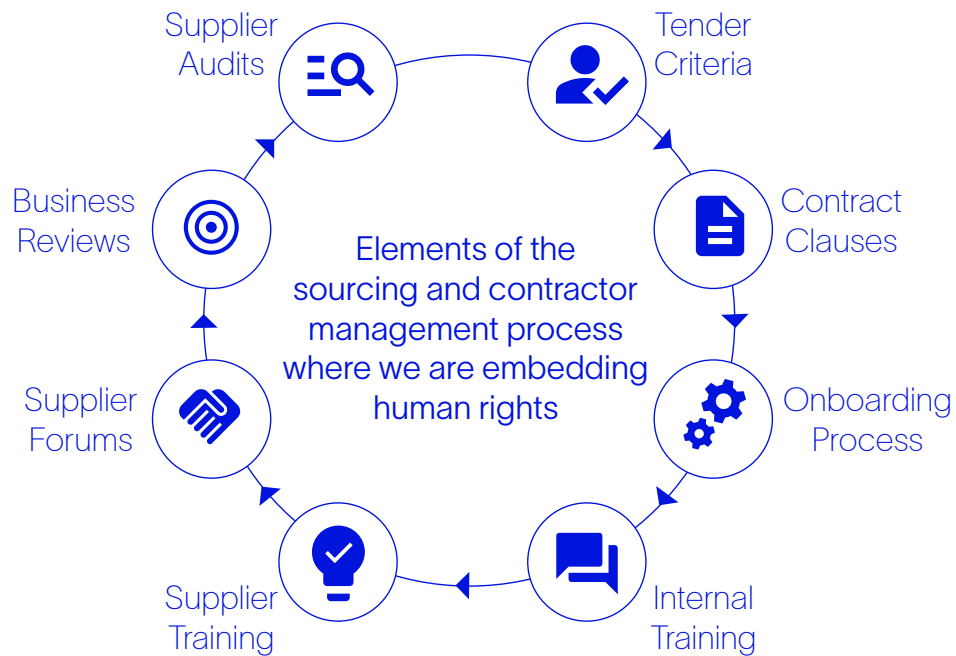
### ipieca

In 2022, SLB contributed to the updates of the IPIECA and Building Responsibly modern slavery training materials. This training is designed to increase awareness among employees, contractors, and suppliers on human rights issues, and to promote effective corporate responsibility with respect to human rights and labor standards relevant in the oil and gas industry. The training covers key labor issues including forced labor, responsible recruitment, child labor, working hours and overtime, wages, freedom of association, non-discrimination, worker accommodation, and worker grievance mechanisms.

In 2022, we rolled out global guidelines for human rights due diligence in our supply chain, formalizing accountabilities and requirements for modern slavery risk management in geographies across the world.

In general, our supplier contracts mandate that our suppliers:

- Abide by our Code of Conduct and Human Rights Position Statement;
- Implement policies, procedures, or processes that meet the Working Conditions Requirements;
- Flow down equivalent principles and communicate similar requirements to their suppliers; and
- Have developed audit protocols to maintain compliance with the above.



# Section 4: Training and Awareness Raising

In 2022, we continued to expand our human rights training program, which is designed to provide all employees and contractors with a general understanding of human rights issues and make human rights a topic all employees and contractors can speak about and act upon.

## Over the last year, SLB has:

1. Rolled out an Introduction to Human Rights video training, which is certified via a test in our main management system.
2. Continued the company's Respect and Professionalism in the Workplace training, which is mandatory for all employees and contractors, as we continue our drive to a more inclusive environment.
3. Certified over 100 SLB drivers as part of the Truckers Against Trafficking training program at our Driver Training Center in the United States.
4. Our suppliers completed more than 80 training modules on human rights.
5. Continued integrating human rights moments into our Communications Toolbox to facilitate discussion of human rights at the beginning of a meeting or a work shift.
6. Continued the IPIECA and Building Responsibly modern slavery training in the SLB eLearning Platform and developed training pathways for employees and contractors with touchpoints to human rights.
7. Over half of our workforce and contractors in Australia completed cultural awareness training as part of practical demonstration of our reconciliation journey with Reconciliation Australia.



# Section 5: Our Effectiveness in Combating Modern Slavery

Currently, we track our effectiveness in combating modern slavery through a variety of mechanisms: biannual reviews of our human rights program by our Human Rights Working Group; feedback provided by customers associated with human rights audits; ongoing dialogue with our suppliers through supplier forums and performance reviews; reviews of findings through our supplier audit processes and/or facilities' self-assessment questionnaires; operations assurance reviews; and investigations and analysis of complaints related to our Working Conditions Requirements, including any allegations regarding a potential violation of human rights raised by our employees, suppliers or any third party, using one of our reporting mechanisms. Learn more [here](#).

## Taking immediate and effective measures

In 2022, an independent human rights assessment at a SLB facility in Africa found that sub- contractors' ages could not be verified on site and we took a series of corrective actions.

In early 2023, the same facility was re-assessed by a third party on behalf of our customer and obtained a 100% compliance score, proving the effectiveness of the measures and earning SLB a commendation from the customer.

## Key Performance Indicators

Below are the Key Performance Indicators we will measure in 2023 to help assess our effectiveness in combatting modern slavery and inform our decision-making:

- The percentage of SAQs remedial actions completed by our higher risk suppliers.
- The number of facility self-assessments completed and closed.
- The percentage of employees and contractors trained in human rights.

## In 2023, our human rights initiatives will focus on:

1. Increasing training and awareness of human rights in our workforce.
2. Developing tools to support select suppliers in developing the policies and processes required to improve their human rights performance.
3. Scaling-up the human rights assurance program at SLB facilities around the globe and embedding it in our new generation risk management system.
4. Conducting a third-party assessment of our Human Rights program effectiveness to provide the basis for continuous improvements.

## Consultation

This statement has been prepared in consultation with our key teams that collaborate to execute our human rights program. This includes the cross-functional human rights working group, consisting of representatives from our legal, planning and supply chain, human resources, HSE and sustainability functions.

This statement is made on 30 June, 2023.

## Cautionary Statement Regarding Forward-Looking Statements

This modern slavery statement, as well as other statements we make, contain “forward-looking statements” within the meaning of the U.S. federal securities laws — that is, any statements that are not historical facts. Such statements often contain words such as “aim,” “goal,” “expect,” “may,” “believe,” “predict,” “plan,” “potential,” “projected,” “projections,” “forecast,” “estimate,” “intend,” “commit,” “pledge,” “target,” “anticipate,” “think,” “should,” “would,” “could,” “will,” “see,” “likely,” and other similar words. Forward-looking statements address matters that are, to varying degrees, uncertain, such as statements about our goals, plans and projections with respect to human rights, corporate responsibility and other social and sustainability matters; and performance and operational targets and other goals. These statements are subject to risks and uncertainties, including, but not limited to, our inability to achieve our human rights performance targets and other forecasts and expectations; our inability to meet workforce expectations and perform at desired environmental, social, governance and stewardship standards; challenges in our supply chain; and other risks and uncertainties detailed in Our most recent Forms 10-K, 10-Q, and 8-K filed with or furnished to the U.S. Securities and Exchange Commission. If one or more of these or other risks or uncertainties materialize (or the consequences of any such development changes), or should our underlying assumptions prove incorrect, actual outcomes may vary materially from those reflected in our forward-looking statements. Forward-looking statements are aspirational and not guarantees or promises that goals or targets will be met. In addition, historical, current, and forward-looking environmental, social and sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The forward-looking statements in this modern slavery statement speak only as of 30 June 2023, and SLB disclaims any intention or obligation to update publicly or revise such statements, whether as a result of new information, future events or otherwise.

† This report includes references to non-GAAP financial information, including earnings per share excluding charges and credits. For a reconciliation of earnings per share excluding charges and credits to earnings per share on a GAAP basis, please see our fourth-quarter and full-year 2022 results earnings press release at <https://investorcenter.slb.com/news-releases/news-release-details/slb-announces-fourth-quarter-and-full-year-2022-results-0>. The foregoing non-GAAP financial measure should be considered in addition to, not as a substitute for or superior to, other measures of financial performance prepared in accordance with GAAP.



For more information, please visit  
[www.slb.com/sustainability](http://www.slb.com/sustainability)