



2022 MODERN SLAVERY STATEMENT & CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT DISCLOSURE

This statement (the “Modern Slavery Statement”) is made by Weatherford International plc and is made pursuant to Section 54 of the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act 2010, and sets out the approach the company has taken as well as the steps it intends to take in order to prevent modern slavery, human trafficking and other labor rights violations across our business and supply chains.



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I. INTRODUCTION

Modern slavery is more than a global problem; it is central to the theme of basic unalienable human rights and arguably one of the most complex challenges to the same in the world we live in today. Most believe slavery is a thing of the past – they would be mistaken for believing so.

The International Labour Organization (the “ILO”) describes modern slavery within the rubric of several concepts, including but not limited to human trafficking, forced labor, forced marriage and debt bondage. The ILO description refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception and/or abuse of power; while not defined in law, the foregoing is an umbrella term that does not limit the various permutations modern slavery and the infringement of human rights can take. Current statistics from the ILO website tell us that there are currently more than 21 million people in the world who are victims of the various forms of modern slavery, which is a heartbreaking issue that we have to address. Modern slavery impacts us all in some way, form or fashion – from the things we buy to the food we eat – and eradicating it is everyone’s responsibility.

Over the last year, whilst still navigating what the “post-pandemic normal” looks like, the world has faced further challenges with rising social inequality, widespread labor shortages and a crisis in Ukraine which has significantly displaced many citizens from their homes and working lives. Contractual relationships within the oil and gas industry are rapidly changing with the global shift towards decarbonization and sustainability. This shift has added a degree of complexity to our supply chains, as we subcontract, partner and manage projects with other companies. Complex contracting structures can create their own modern slavery risks. The impactful economic disturbance caused by the COVID-19 pandemic together with the political unrest in the East has exacerbated the risks of modern slavery globally. We understand that the most common modern slavery practices connected to the industry which we work in is human trafficking, child labour, forced or unpaid work and bonded labour. However, there are various other practices that may likewise be tied to modern slavery or other violations of labor rights. Such issues are under enhanced scrutiny and reporting requirements from regulators and our lenders, investors and clients as part of environmental, social and governance (“ESG”) initiatives. With this, there has been an increase in minimum supplier standards filtered downstream in an effort to encourage sustainable and ethical practices within our sector.

At Weatherford, we understand that modern slavery is a very real issue which can worsen during times of crisis. We strive to further our zero-tolerance commitment with respect to modern slavery while understanding the complexity of the potential issues within the private commercial sector. In 2020, we identified our key weaknesses within our supply chain and that same year issued our inaugural Modern Slavery Statement. These past years have seen us take a more involved approach with regards to our program and our commitments. We know that the perfect program does not - and cannot - exist because human rights abuses can crop up in any industry, time, or location. We must always be vigilant to the risk of such abuses. As such, we aim to continuously refine our efforts in order to identify and head off risks of modern slavery in our operations or supply chain.

We believe that collaboration is key to tackling modern slavery within our industry and we continue to work closely with our suppliers and partners. This coordinated approach and enforcement through our supply chain is critical, as we understand that our supply chain poses our greatest risk due to limited visibility or direct control over their operations. This year, we focus on enhancing our modern slavery program to build a risk framework that can help us raise awareness internally and externally and continually monitor our modern slavery exposures.

Our commitment to these fundamental requirements of modern slavery and human rights are entrenched in our systems and are continuously being upgraded. We believe in upholding the Global Compact Principles in the Universal Declaration of Human Rights (the “UDHR”), with an emphasis on supporting and respecting the protection of internationally proclaimed human rights, as well as making sure that Weatherford is not complicit in human rights abuses.

WE SUPPORT





2022 MODERN SLAVERY STATEMENT
& CALIFORNIA TRANSPARENCY IN
SUPPLY CHAINS ACT DISCLOSURE

II. WEATHERFORD GROUP AND OUR BUSINESSES

About Weatherford

Weatherford International plc is an Irish public limited company registered at 70 Sir John Rogerson's Quay, Dublin 2, Ireland. Our principal address is 2000 St. James Place, Houston, Texas 77056 (hereinafter, "**Weatherford**," the "**Company**", "**we**" "**us**" and "**our**").

Weatherford 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. Our 17,700 world-class experts collaborate with customers to optimize their resources and realize the full potential of their assets. With over 350 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.

We conduct operations in approximately 80 countries, organized internally into two (2) key areas: North America and International Operations, and have service and sales locations in nearly all of the oil and natural gas producing regions in the world, across six continents. We employ approximately 19,000 employees, and presently have nearly 500 active top customers and approximately 16,000 active suppliers globally. Our goods and services are sourced from suppliers in all of the regions where we operate

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.



PASSION

We are energized by our work and inspired to make a positive impact in our industry, for our customers, across our Company, and in our communities.



INNOVATION

We are driven to deliver advancements that propel our Company, industry, and customers forward.



ACCOUNTABILITY

We operate with integrity, enable our people and teams to be successful, and are true to our word.



VALUE CREATION

We commit to achieving long-term value for all our stakeholders by providing compelling and unique benefits through technology differentiation and operational excellence.

Our culture is upheld by our never-ending commitment to operating sustainably with safety, quality, and integrity.





III. OVERSIGHT AND LEADERSHIP

Board of Directors. Leadership begins with our Board of Directors, which is dedicated to responsible governance and long-term value creation. Our Board is led by an independent, non-executive chair, and four of our five Directors are independent. Our Board's composition is carefully considered by the Nominating and Governance Committee to ensure diversity in the broadest sense – independence, diversity of viewpoints, backgrounds, and experience, including a consideration of gender, ethnicity, country of citizenship, and age – to bring together multiple, complementary perspectives. Our directors bring a range of skills and experience in relevant areas, including finance, exploration and production, environment, international business and leadership, as well as oilfield services.

Audit. Weatherford's Assurance team is an independent, objective audit and advisory function designed to add value and improve Weatherford's operations by aligning audit processes across the Company through a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, controls and governance processes. Compliance, with the help of Assurance is also instrumental in conducting annual random audits on our contingent labor suppliers in order to ascertain whether or not there are gaps or risks which need to be reported upwards and remedied.

Weatherford Modern Slavery Review Panel. Among other updates to the agenda for 2022, we have constituted the "Weatherford Modern Slavery Review Panel" (the "**Review Panel**"). This working group which reports directly to the Chair of the Audit Committee is staffed with key members from the global Legal, Compliance, Supply Chain and Human Resources departments. The Review Panel serves as the nexus of our internal accountability procedures for our modern slavery program, having both the responsibility and authority to analyze and respond to risks of modern slavery in our supply chain, including our employees' and suppliers' compliance with company standards and procedures. The Review Panel will hold quarterly meetings, discussions, training, consider current and emerging risks.

The Review Panel will be tasked with, among other things, addressing the results of annual audits of our supply chain and recorded failures by our employees to adhere to our Code of Business Conduct and the policies above, with the mandate to take all appropriate actions to address those failings. This may include deliberating over all issues pertaining to Suppliers who do not abide by our Supplier Code of Conduct and whose operations may (as flagged by Procurement) run contrary to our goal to eliminate all forms of modern slavery from our supply chain, including the right to terminate any further relationships with them.





IV. OUR MODERN SLAVERY RISKS

Weatherford's global mission to combat modern slavery is underpinned by a strong corporate focus and a drive to continually assess the risks in this space to verify our modern slavery risk profile on an annual basis.

As an oilfield services provider, our most significant risks in relation to modern slavery would lie within the ancillary services and manufacturing activities that support our business. Some of these at-risk groups which highlight potential indirect exposure comprise contracted cleaning, catering and landscaping services, static security guards, outsourced manufacturing and similar forms of outsourced labor, hospitality services including hotels and restaurants used by our staff, as well as construction and related services associated with the building and maintenance of our facilities.

Of particular heightened exposure is that of our third-party contingent labor supplier relationships, where such suppliers may from time to time utilize local recruitment agencies, agents and brokers in order to source for unskilled labor personnel for manual work. Based on our consultations across several indices, including but not limited to the Global Slavery Index and its accompanying resources, we believe there is a direct correlation between geographies subject to enhanced modern slavery risks due to the lack of transparency and an effective rule of law, which translates into a risk for Weatherford which has a presence across such high-risk geographies. Contingent labor is a relationship in which Weatherford procures labor services, generally on a non-permanent basis, through an agreement with a staffing agency, where the agency maintains the direct relationship with the laborer as either a retainer or employee.

Weatherford had in 2020 committed itself to ensuring that such suppliers falling into these high-risk areas could be identified, assessed, trained and monitored as a part of good supply chain management governance. We undertook a company-wide assessment of our contingent labor suppliers and issued a "Supplier Human Rights Due Diligence Questionnaire" requesting suppliers to respond on some of the higher-risk areas of concern such as minimum statutory wage, risk assessment tools and age verification. This questionnaire explicitly requires suppliers to address whether they are in compliance with all applicable labor laws and regulations, including those regarding modern slavery.

These and other similar risks could be exacerbated by business partnerships such as joint ventures where we do not exert majority control.





V. THE ROAD SO FAR AND THE NEXT CHALLENGE

Weatherford is fortunate to manage a highly skilled workforce in our core oilfield services thereby provoking less direct modern slavery risk. However, we are and continue to be vigilant about the use of our third-party service providers as mentioned above and so in 2021, took the time to review our Human Rights Standards with the intention of updating this for 2023. In addition, updates were made to our Code of Business Conduct for which a revised version was published in May 2021.

We recognize that the prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. Despite the interruptions in operations and challenges caused by the Covid-19 pandemic, our company took the following actions to supplement our current framework consisting of the policies, processes, due diligence, supply chain management and training described above.

Going forward, there will be an attempt to enhance workforce controls by surveying our processes globally to ensure that in all our locations we require proof of age for Weatherford employment candidates, confirmation that employees have access to proof of payment of wages in full.

We will also push for more cooperation with our business partners, learning from best practices of our clients related to modern slavery, in particular by actively participating in their surveys, audit initiatives and applying similar approaches in our supply and partners' channels.

To combat modern slavery within our supply chains, our environmental, social, and governance ("ESG") team which is led by a Sustainability Committee supports the wider Supply Chain/Procurement team to encourage more socially and environmentally sustainable procurement. The ESG teams sets out overarching strategies and targets relating to anti-slavery, sustainability and supplier diversity and they are also responsible for developing and managing the ESG supplier due diligence programme. ESG targets will also be a key milestone for us as set out in the 2021 Sustainability Report to dovetail both these functions.

In terms of collaborative efforts: Weatherford has demonstrated a commitment to combatting modern slavery by engaging with the Truckers Against Trafficking ("T.A.T.") organization. Weatherford previously hosted an Energy Empowers Freedom Tour at our principal Houston location with the Oil and Gas Trafficking Awareness Group Truckers Against Trafficking, and the Houston Area Women's Center. This was the first anti-trafficking awareness event of its kind for the energy industry, with ten companies across Houston hosting awareness and education events during the week. We understand the importance of our participation in tackling modern slavery risks in the communities where we operate and will continue our efforts to build necessary partnerships with other companies and organization combating modern slavery and human trafficking.

As in past years, in 2021 Weatherford recognized International Anti-Corruption Day and Human Rights Day by posting content to its social media channels that underscored Weatherford's commitment to anti-corruption and human rights initiatives.

We are committed to further study of our enterprise practices to identify opportunities to combat modern slavery and human trafficking and pursuant to this, formed a project team (described below) that was responsible for implementing and assessing our modern slavery efforts as we moved into 2022 and beyond which will play a key part in our progress.



IV. COMBATING MODERN SLAVERY: WEATHERFORD'S POLICIES AND PROCESSES

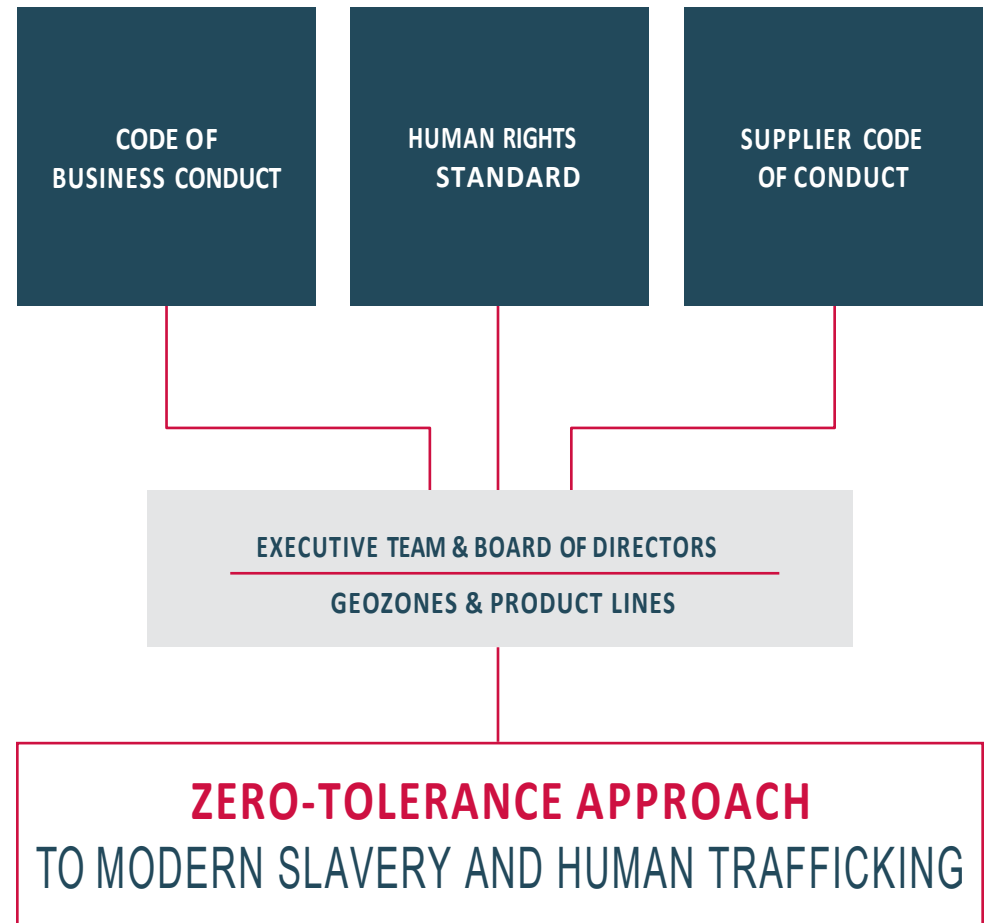
A. Three Pronged Approach

The expectations for how our business conducts its activities, through our Code of Business Conduct, Human Rights Standard and Supplier Code of Conduct, is set from the top. Our Executive Team and Board of Directors require that each of our Geozones and Product Lines throughout the world conduct their business in conformance with these expectations. Our Global Compliance Team works alongside our business to manage risks, including modern slavery and human trafficking risks. We have a zero-tolerance approach to modern slavery and human trafficking, and we are committed to acting ethically and with integrity in all our business dealings and relationships, in addition to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking are not taking place in any part of our business or supply chain.

To this end, we are committed to promoting transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. Our Code of Business Conduct (available at [WFRD COBC](#)) honors these values and our global corporate responsibility relating to modern slavery.

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 laws related to working hours and fair wages;
- not knowingly do business with anyone who engages in forced labor, human trafficking, or the exploitation of any person including children;
- 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.





Our Human Rights Standard (available at [WFRD Human Rights](#)) outlines our policy on 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 Co-operation and Development (“OECD”) 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, without exception.

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 labor 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, as well as to protecting data privacy, 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.

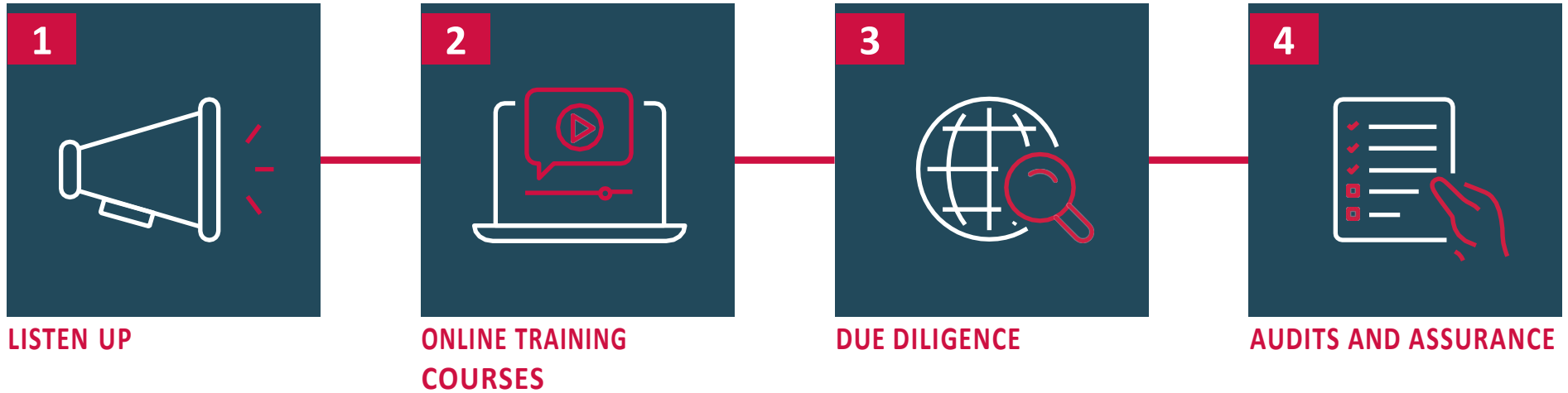
Our Supplier Code of Conduct (available at <https://www.weatherford.com/documents/corporate-documents/supplier-code-of-conduct/supplier-code-of-conduct-english/>) (the “**Supplier Code**”) acknowledges that the strength of Weatherford’s reputation is based not only on our own conduct, but also on the behavior of those with whom we do business. The Supplier Code imposes upon suppliers our aforementioned commitment. Our “Supplier Business Compliance Questionnaire,” which we provide to each supplier during the onboarding process, includes initial due diligence measures to identify modern slavery related risks and violations.





B. The Four Key Processes

FOUR KEY PROCESSES





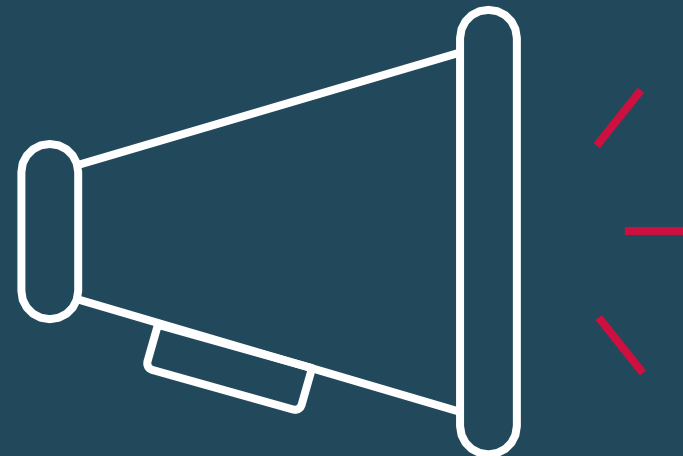
(1) LISTEN UP – In addition to our Code of Business Conduct, Human Rights Standard and Supplier Code, another core element of our commitment to human rights and combatting modern slavery includes our fostering of an enterprise culture that requires disclosure of non-compliance events, including those relating to modern slavery and fair labor requirements, and protection of those who report suspected non-compliance or other abuse of the same. Our existing grievance mechanisms provide a means to track reports of modern slavery breaches and our internal accountability standards ensure that any employee or supplier who breaches the prohibition against modern slavery will face disciplinary action, which could result in dismissal for misconduct or gross misconduct, or termination, as applicable.

Specifically, in addition to promoting open and honest communication lines with management, Compliance, our Employee Relations representatives, and other key functions, our confidential reporting tool, Listen Up (available at www.listenupwft.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 or other policies or procedures. Concerns may be reported to the hotline via telephone or internet in over 100 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 labor” and “slavery/human trafficking.” We promote our hotline through promotional materials at all Weatherford facilities and through Compliance and management communications and trainings throughout the enterprise. Our commitment to organizational justice brings total transparency to our enterprise ethics and compliance efforts, including our grievance mechanisms and our handling of matters raised through the same, to further ensure our employees are confident that matters raised will be taken seriously and addressed as appropriate.

We have a dedicated team of investigators, supplemented by a team of our HR and QHSE professionals who have been trained on investigations, who devote significant resources to investigating grievances and imposing remedial action where necessary to hold violators of Company policies or the law accountable. Our Compliance function monitors and continuously reports matters including any that would relate to modern slavery to our management team and Board of Directors. Remediation efforts regarding substantiated concerns are also reported to management and the Board of Directors to ensure adequate oversight over our handling of accountability for those who, if identified, have perpetrated modern slavery inside the organization or in our supply chain, as well as compensation and justice for victims of modern slavery in such instances. As of the publication of this statement, Listen Up has no known recorded cases of modern slavery.

We know that accessibility and thorough investigative procedures are not the only stepping stones to promoting a “speak up” culture necessary to further our commitment to combatting modern slavery. We believe that everyone at every level of our Company inclusive of our external stakeholders should be able to raise compliance concerns without any fear. To this end, we do not tolerate retaliation against anyone for raising a concern in good faith. We require directors, officers, managers, supervisors, and any other Weatherford leaders and all employees to uphold our commitment, by never retaliating themselves or allowing others to retaliate. Manager-specific training is provided to enhance skills regarding how to effectively listen to and receive employee concerns and complaints so that no retaliation in response to good faith concerns or complaints is permitted.

1





(2) ONLINE TRAINING COURSES – Education and awareness is key to ensuring issues of modern slavery are effectively delivered to our audience, both employees and third-parties alike. 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. As noted above, our Code of Business Conduct addresses Weatherford's commitment to human rights and compliance with laws.

Since 2019 and in coordination with our third-party training provider, we have conducted a modern slavery risks online training for the segments of our employee population 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/Procurement Department, who have direct responsibility for supply chain management. This training is intended to raise awareness of modern slavery risks and enhance our employees' ability to detect and raise concerns relating to modern slavery including within the supply chain.

This online training component will be bolstered by the creation of a new "Human Trafficking" training module to be made available in more languages (currently only English, Arabic, Mandarin Chinese, Spanish, French, Portuguese and Russian) so that all relevant employees will be alive to the issues.

In a concerted effort to identify highest-risk countries and suppliers and push training on the Supplier Human Rights Questionnaire and modern slavery in general, in-person and virtual training sessions will be prepared for relevant employees/functions in high-risk geographies with a more stringent "test" function to replace the current four (4) question format to test knowledge on the course.

2





(3) DUE DILIGENCE – Our enterprise Global Procurement Policy requires that all suppliers providing goods and/or services to Weatherford are reviewed, approved and managed per Weatherford standards. These include having acknowledged and completed the Supplier Code of Conduct described above, prohibiting the use of forced and compulsory labor, or anyone held in slavery or servitude, and requiring a commitment to comply with all applicable laws and ILO Declaration on Fundamental Principles and Rights at Work.

Completion of our supplier onboarding process also is required. Along with our Supplier Questionnaire, this process includes verification activities to identify, assess, and manage risks of human trafficking and slavery in our supply chain. The process includes running the supplier through our enterprise screening tool conducted internally without support from any third-parties to confirm the supplier is not a restricted party based on international trade regulatory lists issued by government regulatory agencies worldwide or on Weatherford's past experience with the supplier suggesting compliance concerns, which could include modern slavery risks. Our onboarding documents for suppliers also aim to identify modern slavery related risks in supply chain. Additionally, our purchase order terms and conditions include specific reference to anti-slavery laws requiring prevention of modern slavery in their organizations and in their supply chain. In addition, Weatherford updated all of its own standard contract templates to include anti-slavery and human trafficking clauses to further mitigate the risk throughout the entire supply chain.

Due diligence is also buttressed by contractual protection; our Supply Chain Contract Templates reserve Weatherford's right to terminate contracts in instances of a serious breach. Throughout 2023, we intend to provide Modern Slavery Training to the business, to ensure that there is a clear understanding of what it is, how to recognize it and how to report failings to the correct function.

Weatherford continuously works on reduction and optimization of the number of suppliers we use globally. A reduction in suppliers and a focus on larger suppliers reduces modern slavery risk by increasing control checks and transparency in our supply chain.

3





(4) AUDITS AND ASSURANCE – In 2023, we will see the Assurance team given the mandate to build on their current risk assessment platform and integrate modern slavery themes for their periodic audits (including building this into pre-defined WPTS supplier audits), as well as random unannounced diligence on suppliers deemed to be higher-risk.

Where previously an ad-hoc approach was taken, this attempt in 2023 will codify the process which Assurance must undertake to audit suppliers for modern slavery risks and in time require reporting upwards to the Modern Slavery Review Panel. Presently, all such audits are conducted by Weatherford personnel, not a third-party.

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VII. THE NEXT CHAPTER

Beyond 2022, Weatherford intends to tackle the ongoing prospect of combating modern slavery in our supply chains with the following tools which will also form part of the KPIs for the Modern Slavery Review Panel.

- **Enhanced Online Training Course.** Currently all modern slavery training over our third-party Navex system is only available for the Weatherford employee population. This will be made more accessible to employees by expanding the suite of languages that the training is available in, in addition to also making this training mandatory for all contingent labor suppliers.
- **Live/Virtual Training.** In-person or virtual training will be scheduled on a biennial basis for the highest-risk suppliers in each jurisdiction utilizing relevant services in the Geozone. The Weatherford Compliance department has a variety of tools and resources globally to assist in conducting the training, with an emphasis on face-to-face interaction if necessary for critical suppliers in high-risk areas.
- **HR and Supply Chain/Procurement Training.** Bespoke training will be provided to these departments to give them not just the tools to identify and manage issues (to consider third party training content) for risks they may encounter during onboarding process but also ownership over modern slavery issues in their relevant jurisdictions. HR will be responsible for raising workers' rights awareness in their onboarding inductions, in addition to conducting spot interviews from time to time with onsite workers.
- **Supply Chain/Procurement Mandate.** The department will circulate the Human Rights Questionnaire to all vendors and include the questionnaire within tender documents, with red flags to be up-streamed to Compliance for resolution. Working with Supply Chain Legal, contracts will be updated with the requisite language/clauses for modern slavery and human rights compliance. Further, they will aim to conduct random supplier payroll audits and contract checks as part of their routine supplier audits as well as conduct similar onsite assessments for key suppliers in high risk areas with the goal of continuous improvement of contractor and supplier performance management by Supply Chain group.
- **Annual Audits.** Assurance will adopt themes of human rights and modern slavery into their annual audits and report back to the Modern Slavery Review Panel.
- **Quarterly Investigations Check-in.** The investigations function in Compliance will assist in quarterly reporting to monitor human rights and modern slavery disclosures through Listen Up. This will be a valuable tool for the Assurance team in their conduct of annual audits into the same and allow the Modern Slavery Review Panel some oversight as to the accessibility of communication within the system and the company.
- **Quarterly Communications.** This will be done both internally and externally to promote Weatherford's commitment to Human rights and modern slavery. Where possible, integration of themes of modern slavery will be present in the ongoing monthly "Integrity Spotlight" compliance newsletter.



VIII. CONCLUDING REMARKS

Our Board of Directors has overall responsibility for ensuring that our framework for addressing modern slavery risks complies with our legal and ethical obligations, and that all those under our control comply with it. Management at all levels are responsible for ensuring those reporting to them understand and comply with the policies and procedures relating to this framework and are given adequate and regular training on it and this pressing issue of modern slavery in supply chains.

This statement applies to Weatherford International plc and its UK subsidiaries, including the main operating entity Weatherford U.K. Limited, and is made pursuant to section 54(1) of the Modern Slavery Act 2015, pursuant to the California Transparency in Supply Chains Act of the United States, and pursuant to our enterprise sustainability objectives and constitutes Weatherford's slavery and human trafficking statement for the financial year ending 2022.

This statement was approved by the Board of Directors of Weatherford.

GIRISH K. SALIGRAM
President and Chief Executive Officer
March 6, 2023



NOTES FOR INVESTORS

In addition to statements of historical fact, this Report contains projections and forward-looking statements. These forward-looking statements are generally identified by the words "believe," "expect," "aim," "plan," "will," "should," "intend," and similar expressions and their negatives, although not all forward-looking statements contain these identifying words. These forward-looking statements, and all statements other than those of historical fact, are based upon the current beliefs of Weatherford's management; while believed to be reasonable, and made in good faith, such statements are subject to significant risks, assumptions, and uncertainties. These risks and uncertainties are more fully described in Weatherford's reports and registration statements filed with the Securities and Exchange Commission. Any forward-looking statements speak only as of the date on which such statement is made, and the Company does not undertake, and expressly disclaims, any obligation to correct or update any forward-looking statement, whether as a result of new information, future events or otherwise, except as required by applicable law, and we caution you not to rely on them unduly.

In addition, historical, current, and forward-looking ESG statements may be based on standards that continue to evolve; while these are based on expectations and assumptions believed to be reasonable at the time of preparation, they should not be considered guarantees. We may also rely on third-party information in certain of our disclosures, which involves certain important risks. For example, third-party information may change over time as methodologies and data availability and quality continue to evolve. These factors, as well as any inaccuracies in the third-party information we use, may including in our estimates or assumptions, may cause results to differ materially, and adversely, from statements, estimates, and beliefs made by us or third parties. Moreover, while we engage in certain verification and audit activities to assess the accuracy of third-party information, including by a review of third-party activities, these may not be exhaustive and we may not be able to identify material flaws or failings with such information or performance.

Additionally, while we may discuss or describe various risks in this report, some of which may be significant, the inclusion of such statements is not an indication that these contents are necessarily material for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations, even if we use the word "material" or "materiality" or similar such words in this document in relation to those statements or in other materials that we may release from time to time in connection with the matters discussed herein.



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