



EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY (UNITED STATES)

PURPOSE

WHY do we have this policy?

The purpose of this policy is to establish the enterprise rules and governing principles regarding **Equal Employment Opportunity, and Affirmative Action** for U.S. operations of Weatherford International PLC., its subsidiaries and affiliates. ("Weatherford").

It is Weatherford's policy that all persons are entitled to equal employment opportunities regardless of race, color, religion, sex, sexual orientation, gender identity, age, national origin, citizenship, protected veteran status, disability, genetic information, or other status protected by applicable law, and to prohibit discrimination and harassment based on any of these factors. In that regard, it is also Weatherford's policy that we will recruit, hire, train, and promote persons in all job titles, and ensure all other personnel actions are administered, without regard to the foregoing bases or other status protected by applicable law. Management will maintain affirmative action procedures and practices to reinforce and fulfill the objectives of this policy. E.g. A supervisor's work performance will include being evaluated in part on his or her equal opportunity efforts and results. Weatherford also observes the fair employment laws in each jurisdiction in which we operate.

SCOPE

WHO must follow this policy?

This policy applies whenever and wherever a Weatherford employee is performing a function of his or her job, including all Weatherford locations, client worksites, and Weatherford-sponsored or client-sponsored business and social functions. Weatherford's equal opportunity and affirmative action policy require that employment decisions be based only on valid job requirements, and extend to all terms, conditions, and privileges of employment including, but not limited to, recruitment, selection, compensation, benefits, training, promotion, and disciplinary actions.

ADHERENCE

Adherence to this policy is required. Violations of this policy may lead to disciplinary action, up to and including termination for cause.

Every employee is encouraged to come forward with any complaints of violations of this policy without reprisal, as Weatherford's equal opportunity, and affirmative action policy prohibit any and all forms of retaliation against anyone who in good faith complains that these policies are not being followed, or who otherwise participates in a company or agency investigation into such complaints, even if sufficient evidence is not found to substantiate the complaint. If you believe that you have been subjected to retaliation, your complaint should be directed to Weatherford's Listen Up Hotline, or a member of the Compliance or Human Resources team.

After receiving a complaint involving a violation of Weatherford's equal opportunity or affirmative action policy, Weatherford will investigate and take corrective action, as appropriate. Complaints and investigations will be kept strictly confidential to the maximum extent possible. No one, regardless of position or length of service, is exempt from this policy.


DEFINITIONS

WHAT TERMS must I be familiar with?

AFFIRMATIVE ACTION PLAN: A set of management policies and practices which seeks to provide equal employment opportunities to all by eliminating such barriers for women, minorities, physically challenged people and other less privileged sections of the society.

EQUAL OPPORTUNITY: The policy of treating employees and others without discrimination, especially on the basis of their sex, race, or age.

EXECUTIVE ORDER 11246: Requires affirmative action and prohibits federal contractors from discriminating on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin.

	1 of 4	EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY (US)				US
FUNCTION/SUB	DOCUMENT TYPE	REVISION DATE	PREPARED BY	REVIEWED BY	APPROVED BY	REVISION
Human Resources / Employee Practices	01/01/2015	08/31/2020	Human Resources	Human Resources & Policy Working Group	CHRO & CEO	B

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PROTECTED VETERAN: Defined under VEVRA falling into one or more of the following categories: veterans with disabilities, recently separated veteran, active duty wartime or campaign badge veteran; or Armed Forces service medal veteran.

RECORD: Final versions of information created and maintained as evidence of a business decision by Weatherford, regardless of media or format, in the transaction of business and kept as evidence of such activity.

RETALIATION: Defined as the action of punishing an employee for engaging in legally protected activity.

SECTION 4212 : Veterans’ employment emphasis under Federal contracts in United States Code, Title 38, Part 3, Chapter 42 also referenced as Vietnam Era Veterans’ Readjustment Assistance Act “VEVRA”

SECTION 503: Law that prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities and requires employers take affirmative action to recruit, hire, promote, and retain these individuals.

VETERAN: A person who has served in the military.

RESPONSIBILITIES

HOW does this apply to me?

ALL WEATHERFORD WORKFORCE must follow this policy as it relates to their responsibilities.

The **HR BUSINESS PARTNERS and BUSINESS LEADERS**, under the direction of the **CHIEF EXECUTIVE OFFICER**, must implement, monitor and enforce this standard within their respective areas.


The **CHIEF HUMAN RESOURCES OFFICER** must maintain this policy.

REQUIREMENTS

FOLLOW the rules.

EQUAL OPPORTUNITY

Weatherford will maintain a work environment that is free from any and all forms of unlawful discrimination and harassment. It is therefore Weatherford’s policy to prohibit discrimination and harassment against any applicant or employee on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age disability, pregnancy, veteran status, genetic information, citizenship status, or any other basis prohibited by law. It is also Weatherford’s policy to prohibit any and all forms of retaliation against any individual who has complained of harassing or discriminatory conduct or participated in a company or agency investigation into such complaints.

	2 of 4	EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY (US)				US
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AFFIRMATIVE ACTION

Weatherford (at the time of the revision of this Policy) is a federal contractor subject to executive order 11246, section 4212 of the Vietnam era veteran’s readjustment assistance act of 1974, as amended (“Section 4212”) and section 503 of the rehabilitation act of 1973, as amended (“Section 503”). as such, Weatherford is committed to taking positive steps to implement the employment-related aspects of Weatherford’s equal opportunity policy. Accordingly, it is Weatherford’s policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, women, protected veterans, and individuals with disabilities without regard to their race/ethnicity, sex/sexual orientation/gender identity, veteran status, or physical or mental disability. Under this policy, Weatherford will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for the employment, unless the accommodation would impose undue hardship on the operation of Weatherford’s business.

Weatherford’s affirmative action policy also prohibits employees and applicants from being subjected to harassment, intimidation, threats, coercion, retaliation, or discrimination because they have engaged in or may engage in

1. Filing a complaint alleging a violation of the Company’s Equal Employment Opportunity and Affirmative Action Policy or other violations of State or Federal employment discrimination laws;
2. Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503, Section 4212, or any other Federal, State or local law requiring equal opportunity in employment;
3. Opposing any act or policy made unlawful by Section 503 or Section 4212 and their implementing regulations, or any other Federal, State or local law requiring equal opportunity in employment or exercising any other right protected by Section 503 or Section 4212 or their implementing regulations, or other State or federal nondiscrimination laws.

PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES


Weatherford will recruit, hire, train and promote individuals in all job titles and grade levels, and will ensure that all other personnel actions are administered without regard to an individual’s disability or protected veteran status. All employment decisions will be based only on valid job requirements.

Weatherford is an equal opportunity employer, and it is Weatherford’s policy to take affirmative action to employ and advance in employment protected veterans (veterans with disabilities, recently separated veterans, Armed Forces Service Medal veterans, or active duty wartime or campaign badge veterans) and individuals with disabilities at all levels of employment, including the executive level. Weatherford will provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of Weatherford’s business.

Persons who consider themselves to be covered by either of the Acts (Section 503 or VEVRAA), and who would like to be included in our affirmative action plan, may inform the Human Resources department now or at any time in the future. We invite persons to tell us now, or at any time in the future, about any reasonable accommodations we could make that would better enable them to perform the essential functions of the job properly and safely. Such information will be treated confidentially.

AUDIT AND REPORTING SYSTEM

Weatherford’s affirmative action plan contains an audit and reporting system which enables us to measure the effectiveness of our plan, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities have had the opportunity to participate in company-sponsored activities, measure our compliance with the plan’s specific obligations, and document actions taken to comply with these obligations.

	3 of 4	EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY (US)				US
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NOTICE OF OUR POLICY AND AVAILABILITY OF AFFIRMATIVE ACTION PLAN

This policy is being publicized to provide applicants and employees with knowledge of Weatherford's commitment to assure equal employment opportunity, and it may be sent to subcontractors, including vendors and suppliers, as notice of our EEO/AA efforts and as a means of requesting appropriate action on their part.

Employees and applicants may review the non-confidential portions of the affirmative action plans for Protected Veterans and Individuals with disabilities during regular business hours by contacting the on-site or assigned HR Representative.

VARIATIONS

LIST known exception or variations to policy.


REFERENCES

ASK for help.

LOCATION	REFERENCE / DOCUMENT NO.	REFERENCE / DOCUMENT TITLE

CHANGE RECORD

REVISION	DATE	SUMMARY OF CHANGES
000	01/01/2015	New
001	04/25/2016	Overall refresh
002	08/31/2020	Update to policy owner names, contact information and expansion on requirements

	4 of 4	EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY (US)				US
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