



WEATHERFORD CANADA LTD.

# FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

## ANNUAL DECLARATION 2024

### I. INTRODUCTION, APPLICATION, AND LIST OF REPORTING ENTITIES

(This Report is made on behalf of Weatherford Canada Ltd. (“**Weatherford Canada**”) and addresses the period from 1 January 2024 to 31 December 2024 (referred to in the Report as the year “**2024**”).

The Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (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 is an Alberta Corporation registered at 2500-10220 103 Ave NW, Edmonton, with its principal place of business at 700, 700 9<sup>th</sup> Avenue, SW, Calgary, T2P 3V4, and a subsidiary of Weatherford Worldwide Holdings GmbH, which itself is a subsidiary of Weatherford International plc. Weatherford International plc (hereinafter, “**Weatherford**”, the “**Company**”, “**we**”, “**us**”, and “**our**”) is an Irish public limited company registered at 70 Sir John Rogerson’s Quay, Dublin 2, Ireland. Weatherford’s principal address is 2000 St. James Place, Houston, Texas 77056.

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. 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 has approximately 19,000 employees, including approximately 700 employees in Canada.

Weatherford conducts operations in approximately 75 countries, organized internally into two (2) key areas: North America and International Operations. The Company has service, sales, and manufacturing locations in nearly all of the oil and natural gas producing regions worldwide, across six continents. In Canada, Weatherford operates as an Alberta corporation, with extra-provincial registration in several provinces and territories, 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) 15 service centers strategically located across operational provinces;
- (c) three (3) manufacturing sites in Edmonton and Calgary; 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. Where processes or policies differ, reference will be made to Weatherford Canada. To the extent the policies of Weatherford also apply to Weatherford Canada, no differentiation will be made.

The supply chain structure in Weatherford is a hybrid model comprising centralised hub functions as well as decentralised local procurement activities. Management of the supply chain in Canada is centralised at the global level of Weatherford, with supply chain managers reporting ultimately into the Senior Vice President of Customer Delivery of Weatherford, and all supply chain activity is governed by corporate policies, procedures, work instructions and forms which can be found in Weatherford'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 who 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 is approved based on the approval matrix in our internal grant of authority ("**GOA**"). Weatherford 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 874 suppliers as of the date of this Report, mostly from North America, Europe, and Asia.

## **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.

**Core Values:** We are committed to operating sustainably with safety, quality, and integrity. We are also focused on recruiting, developing, and promoting an employee culture that revolves around the following Core Values:

- **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.
- **Accountability:** We operate with integrity, enable our people and teams to be successful, and aim to be true to our word.
- **Innovation:** We are driven to deliver advancements that propel our Company, industry, and customers forward.
- **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.

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

We are committed to identifying, preventing, and remediating the risks of modern slavery in our operations and supply chain in accordance with the Canadian Modern Slavery Act and other applicable laws, reflecting both our legal obligations and our fundamental commitment to ethical business practices.

Weatherford Canada procured approximately 143 million USD of goods and services in the financial year ending 31 December 2024. Most of these goods and services came from North America, Europe, and Asia.

As a global oilfield services provider, Weatherford requires a thoughtful and intentional supply chain strategy and careful contracting with third parties. Although our industry primarily relies on a skilled and specialized workforce, we recognize that there may be instances of modern slavery risk within our industry's global supply chain, particularly within the ancillary services and manufacturing activities that support our industry.

Some of these at-risk groups comprise contingency workers, contracted cleaning, catering, and landscaping services, onsite security guards, outsourced manufacturing, and similar forms of outsourced labour, 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.

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

Our approach to identifying and addressing modern slavery risk is continually reviewed and managed as part of our human rights initiatives through a framework of key policies and processes, as outlined in detail 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 Canada strictly prohibits any form of forced, compulsory, or child labour, in compliance with Canadian labour laws and international standards<sup>1</sup>. 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.

We believe our people are vital to our long-term success, and we are committed to ensuring our employees are treated with dignity and respect. In line with our Core Values, our policies and procedures are designed to support employee wellbeing, raise awareness of human rights, and foster proper working conditions across the Company and our supply chain. We are committed to complying with applicable Canadian employment standards and labour rights, including relevant provincial regulations, to ensure that all individuals working within our operations are protected and treated fairly.

Our workforce spans the globe, and we strive to create an environment where everyone feels welcome and can perform at their best. We are an Equal Opportunity Employer, making employment decisions without regard to race, color, religion, national or ethnic origin, gender, sexual orientation, age, disability, protected veteran status, or other characteristics protected by law.

**Employee performance and progression.** Weatherford is committed to creating a work environment where every team member can feel safe, included, and supported in their efforts to grow and contribute. Our talent management strategy is designed to align with our commitment to the success of every team member:

- Attracting and retaining the best talent in the industry
- Investing in professional and personal development
- Engaging team members through listening, collaboration, and recognition
- Offering fair compensation and holistic benefits
- Providing a safe and healthy work environment

**Employee engagement.** At Weatherford, we celebrate different perspectives, encourage open dialogue, and value the unique insights of our world-class team. We support meaningful connections across our teams through interactive channels like videos, podcasts, and the One Weatherford App. These platforms enable knowledge-sharing on vital topics, including corporate strategy, sustainability, financial achievements, safety initiatives, development opportunities, and Company culture. Employees can also share their insights and experiences in the channels.

Our Executive Leadership Team prioritizes direct engagement with employees by hosting regular town halls, podcasts, visiting field locations, and maintaining an open-door policy. We are committed to listening to employee concerns and implementing improvements to enhance areas such as safety and operational procedures.

**Pay equity.** Our compensation philosophy of pay-for-performance is the foundation of our approach to rewarding employees. We have designed compensation programs and structures to pay our employees competitively and equitably based on their skills, years of experience, qualifications,

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<sup>1</sup> 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.

roles, and performance. We also have processes to monitor and support the approval of compensation decisions across our various geographies. At Weatherford, we believe our pay-for-performance approach will continue to drive the advancement and representation of all dimensions of a diverse workforce, including, but not limited to, race, ethnicity, and gender.

**Freedom of association.** We adhere to the principle of freedom of association as outlined in the International Labor Organization (ILO) Convention: Freedom of Association and Protection of the Right to Organize (No. 87 of 1948) and local labour laws wherever applicable, including the relevant provincial labour relations legislation in each province or territory where we operate. Moreover, we may engage in negotiations and/or form agreements with Workers' Councils in certain regions, such as Europe, and employee forums in areas including Latin America and Australia.

**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 locations where 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 incorporating global leading practices.

**Our Human Capital Management System.** Weatherford launched an improved human capital management platform in 2024 that spans 54 countries and 11 languages. This initiative streamlines talent management processes and unifies the One Weatherford employee experience. The platform encompasses the complete "Hire to Retire" experience and includes our contingent workers. We are continually expanding the system's capabilities through scope enhancements and leveraging improved data for deeper analysis and application.

## OUR POLICIES

**Code of Business Conduct.** Our Code of Business Conduct serves as the foundation for building an ethical and accountable workplace. Any employment or business with Weatherford 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'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, in compliance with the Canadian Modern Slavery Act and other applicable human rights legislation.

Our employees are expected to:

- 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); and
- 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 unwavering respect for human rights, and that all people be treated with dignity and respect, 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, wages, and safety laws while allowing freedom of association and collective bargaining. Finally, among its remaining provisions, it also requires that 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 combating 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, 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 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 nor engage in any form of modern slavery, including human trafficking. Additionally, suppliers are expected to comply with local minimum age laws and never employ prohibited child labour.

**Conflict Minerals Policy.** Our due diligence procedures are consistent with the OECD guidelines. We require chain of custody declarations from suppliers of necessary conflict minerals incorporated into Weatherford-manufactured products in accordance with our related obligations under the Dodd-Frank Act and Securities and Exchange Commission (SEC) rules and regulations.

For additional details, please refer to our Conflict Minerals Report for the year ended December 31, 2023, as filed with the SEC.

## OUR KEY PROCESSES

**Listen Up.** In addition to the above policies, another core element of our commitment to human rights is fostering a culture of disclosure of compliance concerns, including those related 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](http://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 violates 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, including English and French (Canada's official 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.

**No retaliation.** 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 are 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 employees and management within our Supply Chain function, who are directly responsible for supply chain management. We provide ongoing education, training, and development for our employees, offering 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").

In 2024, we launched a new online training platform that provides more robust content and local language offerings, integrating with Weatherford's new Human Capital Management system. This training platform offers targeted training on a range of compliance topics, including our Code of Business Conduct, conflicts of interest, modern slavery, and human rights.

**As in past years, Weatherford recognized International Anti-Corruption Day and Human Rights Day in December 2024 by posting content to our social media channels that underscored Weatherford's commitment to anti-corruption and human rights initiatives.**

**Ethics Ambassador Network.** Our Ethics Ambassador Network is a cross-functional team that fosters a culture of ethics and integrity across our operations. Ethics Ambassadors are selected to serve two-year terms based on their demonstrated commitment to ethical conduct and integrity in their daily activities and serve as a valuable resource to raise awareness of key topics, including human rights and modern slavery. A new cohort will begin their term in 2025.

**We actively encourage human rights awareness through communications, discussions, and safety moments. In April 2024, modern slavery awareness was featured as the compliance moment on our global townhall.**

**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.

**Screening.** New suppliers are screened prior to onboarding. This process, conducted by our Compliance function, utilizes both internal and third-party platforms to verify that 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 suboptimal 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.

These efforts extend across all entities within our corporate group, and we are working to ensure that all parts of our operations, including subsidiaries and affiliates, uphold consistent standards related to human rights and ethical business conduct.

**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 their ability to continue providing 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; 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 employee feedback mechanisms.

Any allegations of conduct that deviate from our established policies and values undergo a thorough investigation, conducted by compliance investigation specialists within Weatherford. 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 maintains a strict anti-retaliation policy, protecting persons who raise legitimate concerns in good faith.

The standard master purchase agreement format of Weatherford 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 may choose to terminate a supplier relationship at any time for failure to adhere to the obligations therein.



**While our Listen Up reporting system received no modern slavery related concerns in Canada during this reporting period, we continue to monitor and encourage reporting through this and other available channels.** 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 is committed to eliminating all forms of modern slavery in our organization and through our supply chain. For the period covered by this Report, based on our due diligence efforts and monitoring systems, we have not identified 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 that any adverse impact our operations have on fundamental human rights is identified, assessed, and remediated.

This Report has been approved by the Board of Directors of Weatherford Canada Ltd. for the financial year ending 31 December 2024, by virtue of a resolution in lieu of a meeting dated May 28, 2025

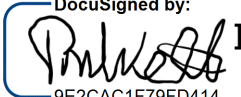
In accordance with the requirements of the Canadian Modern Slavery Act and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the 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.

**Pamela M. Webb**

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

DocuSigned by:  
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I have the authority to bind Weatherford Canada Ltd.