



HUMAN RIGHTS STANDARD

This standard outlines our policy on Human Rights 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 Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

WHAT are Human Rights?

Human rights are rights inherent to all human beings, regardless of their gender, race, national or ethnic origin or present nationality, place of residence, religion, language, sexual orientation, physical ability, veteran, or any other status.

WHO must follow this standard?

Everyone at Weatherford – directors, officers, and employees – and any third party conducting business on our behalf no matter their location.

WHY do we have this standard?

Weatherford requires that human rights be respected throughout our operations, including the right of all employees and external stakeholders with whom Weatherford deals to be treated with dignity and respect. Failure to honor human rights of our employees and stakeholders can create an unfavorable work or social environment that leads to low morale, employee turnover, an unengaged workforce, and can degrade our stakeholder relationships.

FOLLOW the rules.

1. Respect human rights always.

Treat everyone with dignity and respect without exception. Weatherford is committed to respecting, protecting, and fulfilling human rights and fundamental freedoms of those working within or affected by our business.

2. Never discriminate.

Do not discriminate in any form, whether based upon gender, race, national or ethnic origin, place of residence, religion, language, sexual orientation, physical ability, veteran, or any other status. Weatherford requires an equal opportunity environment for all employees at all levels regardless of gender, race, national or ethnic origin, place of residence, religion, language, sexual orientation, physical ability, veteran, or any other status, union or political affiliation, or any other characteristics protected by applicable law. Recruitment, placement, compensation, and promotion decisions must be based on an individual's qualifications, experiences, and performance while ensuring we enhance the overall diversity of our organization.

3. Never retaliate.

Do not retaliate in any way against anyone who makes a report in good faith to the company or to competent public authorities regarding concerns about non-compliance with company policy, procedure, or applicable law or about other unethical behavior. Retaliation includes unwarranted employee actions such as termination, demotion, transfer, isolation or denied promotion or advancement

4. Never employ forced, compulsory, or other prohibited labor.

Do not use forced labor (work done against a person's will), prison labor, indentured labor (such as labor in exchange for resolution of a legal obligation), or exploited bonded labor (such as labor in exchange for debt relief). Exercise reasonable oversight over third parties performing at Weatherford's request to ensure they do not use these forms of prohibited labor. 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.

5. Never employ prohibited child labor.

Do not use child labor contrary to applicable local employment law. Comply with local minimum age laws. Exercise reasonable oversight over third parties performing at Weatherford's request to ensure they do not use prohibited child labor. This does not prohibit beneficial internships and similar workplace learning opportunities for students.

6. Follow local laws regarding employment, working hours, and wages.

Comply with all legally mandated work hours in accordance with local laws or applicable collective bargaining agreements. We must operate in full compliance with all applicable laws regarding wage, overtime pay, and legally mandated benefits guaranteed by countries in which we operate. To the greatest extent practicable, Weatherford aims to employ local employees and provide training with a view to improving skill levels in cooperation with our employees, their representatives, as applicable, and relevant governmental authorities.

7. Maintain a safe, healthy and compliant workplace.

Maintain a work environment that is free of hazards that may cause accidents and/or injuries and compliant with applicable health and safety laws.

8. Allow freedom of association and collective bargaining.

Respect all employees' right to act freely in accordance with local labor laws including choosing to participate in or not to participate in labor unions without the fear of retaliation, intimidation, or harassment. Weatherford promotes consultation and cooperation between the company and its employees and their representatives on matters of mutual concern.

9. Stop work whenever needed.

Execute your right to stop work without fear of retaliation when you come across unacceptable health and safety conditions, or situations involving potential non-compliance with company policy, procedure, or applicable law.

10. Respect privacy.

Respect the right to privacy of our employees, customers, and other third parties and only collect, use, retain, or disclose personal data when needed to operate effectively and in compliance with the law. Weatherford has measures to safeguard personal data, and expects our employees to do their part to protect employee personal data and Weatherford confidential information.

11. Support our grievance tools and honor transparency through organizational justice.

Support all available mechanisms to raise a concern, which include but are not limited to our Managers, Human Resources, Legal and Compliance, Weatherford's Ombud, and the enterprise reporting system – Listen Up (www.ListenUpWFT.com). A culture of ethics and compliance that honors human rights cannot exist without organizational justice, which to Weatherford means enterprise transparency through effective reporting avenues, prompt resolution of concerns, fair discipline and transparent accountability, no retaliation against anyone, and continuous assessment of the effectiveness of our company processes.

12. Identify and monitor potential human rights impacts of our industry.

Commit to identifying and monitoring Weatherford's performance in relation to potential human rights impacts by enhancing the diversity of our organization, monitoring local community impacts caused by our performance, assessing the security risks relevant to our company, and protecting the environment through the continuous evaluation of our environmental impact.

13. Expect the same from our suppliers.

Monitor the performance of our suppliers. Weatherford expects full compliance with the requirements of this Standard from all of its suppliers globally, as reinforced by Weatherford's Supplier Code of Conduct.

ASK for help.

[Compliance for guidance.](#)

[Listen Up to report a compliance concern.](#)

Violations of this standard have consequences and can lead to disciplinary action up to and including termination.