



2024 Modern Slavery Statement

This statement (the “Modern Slavery Statement”) by Weatherford International plc is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and 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

At Weatherford, we are dedicated to conducting business in an ethical, socially responsible, and environmentally sustainable manner.

We recognize that modern slavery is a global problem, and we promote a culture of zero tolerance for all forms of modern slavery within our own organization, and through our supply chain.

Modern slavery, which includes forced labor, human trafficking, and other forms of exploitation, has no place in our operations, or in our supply chain. We understand our responsibility in addressing these practices and are committed to ensuring that our business activities do not contribute to modern slavery in any form.

Today, we remain focused on improving our efforts to respect, protect, and fulfill the human rights and fundamental freedoms of those working within, or affected by, our business. This statement outlines the steps we have taken to address and prevent modern slavery, reflecting our commitment to transparency, accountability, and the protection of human rights through financial year ending December 31, 2024.

Weatherford is an active participant in the UN Global Compact (UNGC) and strives to uphold its principles of human rights, labor standards, environmental stewardship and anti-corruption in our strategies and operational practices.

WE SUPPORT





II. 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 leads the way in innovative energy services by blending proven technologies with modern digitalization. Our mission is to produce energy for today and tomorrow. Collaborating with world-class experts, we help customers optimize resources and unlock the full potential of their assets. Our strategic solutions enhance efficiency, flexibility, and responsibility across energy operations.

With a diverse team of approximately 19,000 employees from over 110 nationalities and operations in 75 countries, we take pride in our global presence and commitment to innovation. By leveraging expertise, embracing technology, and fostering partnerships, Weatherford drives sustainable progress, to meet customer needs and promote responsible practices for a better future. Learn more about us at [Weatherford.com](https://www.weatherford.com).

OUR SUPPLY CHAIN

At Weatherford, we are committed to a responsible and resilient supply chain that emphasizes integrity and continuous improvement, and we view our suppliers as fundamental partners in our ability to address modern slavery risk. Our approach includes policies, due diligence and screening, training, and compliance components. The Executive Vice President of Customer Delivery leads these efforts.

Today, we have approximately 14,000 approved active suppliers globally. Our goods and services are sourced from suppliers in all the regions where we operate.

Our Mission:

Producing energy for today and tomorrow.

Our 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.

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





III. GOVERNANCE

At Weatherford, our commitment to responsible governance is grounded in our Core Values, which starts with our Board of Directors, is championed by our Executive Leadership Team, and extends throughout our organization. Our leaders establish clear ethical standards in the workplace, emphasizing the importance of honesty and integrity in all that we do. Currently, responsibility for overseeing modern slavery risk is managed across different areas of the organization.

BOARD OF DIRECTORS

Leadership begins with our Board of Directors, which is dedicated to responsible governance and long-term value creation. An independent, non-executive chair leads our Board, and five of our six directors are independent.

The Nominating and Governance Committee considers Board composition and selects members with consideration of various aspects such as independence, perspectives, backgrounds, and experience. The Committee looks for Board members who are experts in relevant fields like finance, exploration and production, environment, technology, mergers and acquisitions, and oilfield services, among others. We consider qualified candidates from different genders, ethnicities, and countries of citizenship in our search for potential Directors. You can find the qualifications and nomination process for Board membership in our Corporate Governance Principles.

Our Board of Directors has overall responsibility for ensuring that our framework for addressing modern slavery risks complies with our legal and ethical obligations. Management at all levels is responsible for ensuring those reporting to them understand and comply with the policies and procedures relating to this framework.

ASSURANCE

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.

HUMAN RIGHTS STEERING COMMITTEE

In 2024, we enhanced our global approach to human rights risk management by developing a Human Rights Steering Committee, which will launch in 2025. Consisting of a cross-functional team of stakeholders from across our organization, the Committee will analyze human rights impact across our organization and supply chain, including modern slavery, and provide guidance, and monitor progress.

OUR 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 are 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.



IV. OUR PEOPLE

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.

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 and make 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 our employees. We have designed compensation programs and structures to pay our employees competitively and equitably based on their skills, years of experience, qualifications, roles, and performance. We also have processes to monitor and support the approval of compensation decisions in our many 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 labor laws wherever applicable. 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.

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 continue to expand the system's use with scope enhancements and analyze and apply the improved data.





V. OUR MODERN SLAVERY RISK ANALYSIS

We are committed to identifying, preventing, and remediating the risks of modern slavery in our operations and supply chain not only because we care about our compliance obligations, but because it is the right thing to do.

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 upon 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 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.

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 labor personnel for manual work on our behalf.

Our approach to identifying and addressing modern slavery risk is under continuous review and is managed as part of our human rights initiatives through a framework of key policies and processes, as set out in detail below.





IV. OUR KEY POLICIES AND PROCESSES

A. OUR KEY POLICIES

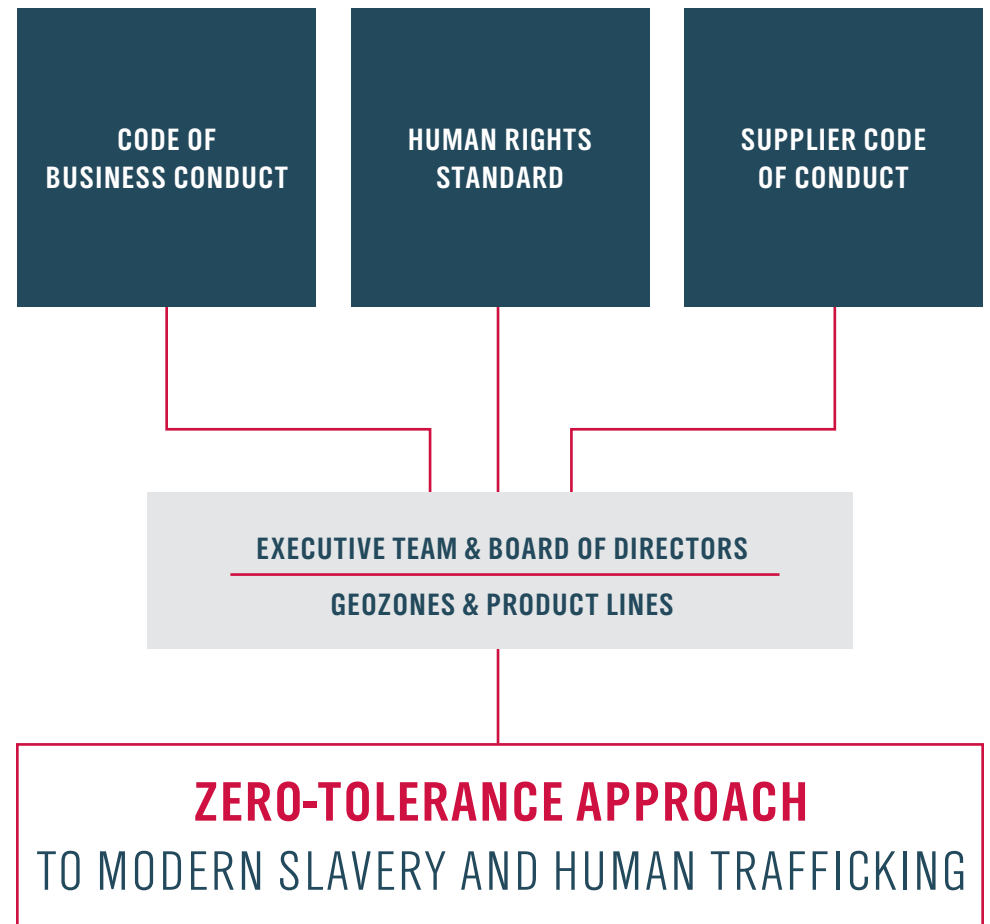
Our global Compliance department works alongside our leaders to promote a culture of ethics and integrity throughout our organization. We have a zero-tolerance approach to modern slavery and human rights violations, and we are committed to acting ethically and with integrity in our business dealings and relationships.

Code of Business Conduct

Our Code of Business Conduct serves as a guide for creating an ethical and accountable workplace. It establishes a standard of behavior for Directors, officers, employees, and third parties. We offer employees guidance and tools to support ethical business decisions and require that all employees review and acknowledge the Code of Business Conduct and complete related training at onboarding, with periodic refreshes and supplemental training required during their tenures.

Under our Code of Business Conduct, 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 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





Human Rights Standard

Weatherford is proud to be a signatory to the United Nations Global Compact and dedicated to upholding our shared commitment to human rights everywhere we do business, including in our workplace and supply chain. Our Human Rights Standard is shaped by principles outlined in the United Nations' Universal Declaration of Human Rights, the Voluntary Principles on Security and Human Rights (VPSHR), and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Key principles include:

- Zero tolerance for slavery, human trafficking, forced labor, or prohibited child labor
- Commitment to non-discrimination and respect
- Right to a safe work environment, free from hazards
- Compliance with legal work-hour requirements in adherence to local laws or applicable collective bargaining agreements
- Encouraging employees and stakeholders to raise concerns through the appropriate channels

Supplier Code of Conduct

Weatherford's Supplier Code of Conduct includes the requirements in our Code of Business Conduct and articulates our standards for suppliers, including adherence to relevant laws and regulations. This code outlines expectations regarding human rights, forced labor, environmental responsibility, and conflict minerals, among other topics.

Specifically in relation to human rights, we expect our suppliers to share our commitments to human rights principles as guided by the Universal Declaration of Human Rights, the VPSHR, and the OECD Guidelines for Multinational Enterprises. Among these obligations, suppliers are expected to:

- Treat employees with dignity and respect without exception
- Never 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 protected by law
- Create and maintain an equal opportunity environment based on qualifications, experience and performance
- Never 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

- Never employ forced (work done against a person's will), prison labor, indentured labor (e.g., labor in exchange for resolution of a legal obligation), exploited bonded labor (e.g., labor in exchange for debt relief), or other prohibited labor or engage in any form of modern slavery, including human trafficking
- Comply with local minimum age laws and never employ prohibited child labor
- Operate in full compliance with all applicable laws or collective bargaining agreements regarding wage, overtime pay and mandated benefits
- Maintain a work environment that is free of hazards that may cause accidents and/or injuries and compliant with applicable health and safety laws
- Empower employees to stop work without fear of retaliation if they come across unacceptable health and safety conditions
- Allow freedom of association (choosing to participate in or not labor unions without fear of retaliation, intimidation or harassment) and promote consultation and cooperation with employees and their representatives in matters of mutual concern (including collective bargaining)
- Respect the right to privacy of employees, customers and other third parties
- Support all mechanisms to raise a concern and promote organizational justice through effective reporting avenues, prompt resolution of concerns, fair discipline and transparent accountability, no retaliation against anyone, and continuous assessment of the effectiveness of company processes
- Identify and monitor potential human rights impacts in the industry relating to local communities, security and the environment and
- Exercise reasonable oversight over third parties performing at the supplier's request to ensure they comply with the above requirements





Sustainability Report

At Weatherford, sustainability is not just an initiative—it is an integral part of who we are and what we do. Weatherford is committed to the sustainable, long-term success of our Company, employees, communities, and planet. Our sustainability program aims to achieve this by delivering on three core principles: lowering impacts on the natural world, investing in social interests, and acting with integrity and transparency. Visit [Sustainability | Weatherford International](#) to view our current Sustainability Report with highlights on our strides in further embedding environmental, social, and governance (ESG) considerations across our operations and beyond.

Weatherford's policies and practices support responsibly sourcing materials from companies. As a result, we have implemented a Conflict Minerals Policy that includes materials like coltan, cassiterite, gold, and wolframite and their derivatives, such as tantalum, tin, and tungsten. The policy is included in our Supplier Code of Conduct and agreed upon by all suppliers at the time of onboarding.

Conflict Mineral 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 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.





B. The Four Key Processes

OUR KEY PROCESSES





ORGANIZATIONAL JUSTICE - LISTEN UP

Providing our stakeholders with a means of raising concerns is essential for us to be able to address any adverse human rights impacts across our operations and supply chain. We recognize the importance of fostering a culture that encourages disclosure of concerns, along with accountability for any breaches and protection of those who reported the concerns in the first place.

Employees have the right and responsibility to report conduct that violates our policies or puts our Company or our stakeholders' well-being, respect for human rights, or reputation at risk.

Channels for employees to report violations include their supervisor, Human Resources, or the General Counsel and Chief Compliance Officer. In addition, our Global Workplace Grievance Business Practice provides guidance to employees, suppliers, and third-party service providers on reporting violations.

Anyone, external or internal, can raise ethical concerns through Weatherford's Listen Up Hotline, our third-party, confidential whistleblowing platform available in over 120 countries.

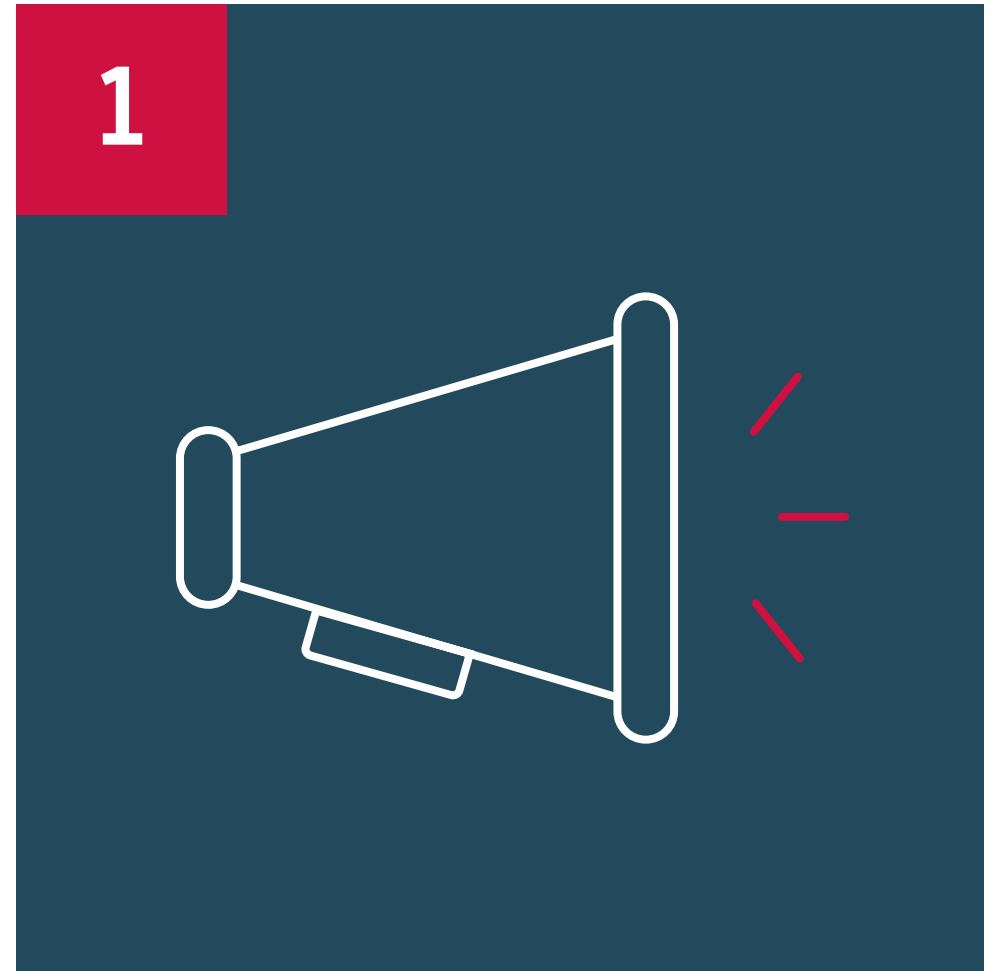
Concerns may be reported to the hotline via telephone or internet in multiple languages, 24 hours a day, 7 days a week, and may be reported anonymously if desired. Our hotline specifically includes a Human Rights category for reporting, and modern slavery-related sub-categories, including "child/forced labor" and "slavery/human trafficking."

Reports are promptly reviewed, and appropriate corrective actions are taken.

We promote our hotline through promotional materials at Weatherford facilities, and through Compliance and management communications and trainings throughout the enterprise.

No Retaliation

Weatherford is committed to providing a safe reporting environment and will not tolerate retaliation against anyone who discloses actual or suspected ethics and regulatory violations in good faith. All allegations of policy breaches are investigated, and the Audit Committee has independent oversight over significant matters through the General Counsel and Chief Compliance Officer.





RAISING AWARENESS

We believe education is key to raise awareness of key topics such as human rights and modern slavery to employees and third parties. 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.

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

As in past years, Weatherford recognized International Anti-Corruption Day and Human Rights Day on December 9, 2024 by posting content to our social media channels that underscored Weatherford's commitment to anti-corruption and human rights initiatives.

Ethics Ambassador Network

The Ethics Ambassador Network at Weatherford 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.





THIRD-PARTY DUE DILIGENCE

We take active steps to ensure human rights are respected in our supply chain. We assess new suppliers for human rights risk through our due diligence process, which includes self-assessment questionnaires, screening, and contractual obligations requiring compliance with our Supplier Code of Conduct and all applicable laws and regulations, including the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015.

Our Supplier Risk Management Program automates the supplier management process, from information gathering and onboarding to continuous monitoring, tiering, risk assessment, compliance, control, and mitigation. Significant enhancements to the program made in 2024 include a new supplier self-registration portal, developed for launch in early 2025, which streamlines registration processes, consolidates supplier information, and enhances risk management and compliance capabilities.

Under our new Supplier Risk Management Program, new suppliers are requested to complete human rights self-assessment questionnaires, which include information on modern slavery concerns. Responses to these self-assessment questionnaires, which indicate a higher level of human rights risk, are reviewed by the Compliance department as part of the onboarding process.

Weatherford further enhanced our supply chain management systems in 2024 by deploying a new third-party Supply Chain Risk Management software, a service for monitoring, identifying, assessing, and mitigating supply chain risk and disruption. It offers dynamic insights, providing early risk detection and risk scorecards that include multiple risk indicators, including human rights. Suppliers are reviewed for multiple environmental, financial, and geopolitical risks. Strategic suppliers are reviewed quarterly using appropriate risk methods, and operational suppliers are reviewed annually. 100% of new suppliers are screened for environmental and regulatory compliance using a variety of tools to ensure adherence to relevant standards.

Screening

New suppliers are screened prior to onboarding. Screening is done by our Compliance department, using both internal and third-party platforms, to verify the supplier is not a restricted party based on international trade regulatory lists issued by government regulatory agencies worldwide.

Supplier Commitment

By signing up to Weatherford's standard terms and conditions, suppliers agree to comply with our Supplier Code of Conduct and applicable anti-slavery and human trafficking laws, including the UK Modern Slavery Act, the California Transparency in Supply Chains Act, and the Norway Transparency Act.

Certain higher-risk suppliers are also screened by the Compliance department for sustainability, ethics, and governance risks, including human rights violations. This additional screening can also be used when responses indicate higher risk during the self-assessment process above.

After review by the Procurement team, with input from the Legal and Compliance departments as required, suppliers are approved by local and category managers.





VII. ASSESSING EFFECTIVENESS AND NEXT STEPS

We recognize the importance of reviewing our existing mechanisms to assess the effectiveness of our current policies and processes and are taking steps every year to enhance and improve our knowledge over our organizational impact on human rights, including modern slavery risks.

In 2024, we took the following steps to enhance our existing policies and processes:

- Launched an enhanced Human Capital Management system
- Launched a new global training platform for employees which includes local language offerings and a module on modern slavery
- Deployed our new supplier onboarding portal, which includes the automation of mandatory human rights questionnaires for new suppliers to launch in 2025
- Deployed a new third-party Supply Chain Risk Management software for monitoring, identifying, assessing, and mitigating supply chain risk and disruption, including human rights factors
- Engaged with third-party consultants to review our existing program and consider next steps for 2025
- Identified the need for a Human Rights Steering Committee, for launch in 2025

Beyond 2024, Weatherford intends to focus on improving our policies and processes on human rights risks, including modern slavery, by:

- Engaging a third party to conduct a global Human Rights Saliency/Impact Assessment across our value chain
- Increasing the amount of suppliers being monitored by our new third-party Supply Chain Risk Management software
- Establishing a Human Rights Steering Committee
- Continuing to raise awareness of human rights, including modern slavery, with our workforce through training and policy engagement

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 2024.

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

GIRISH K. SALIGRAM

President and Chief Executive Officer





WWW.WEATHERFORD.COM

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 “goal,” “commit,” “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. Forward-looking statements are aspirational and we do not guarantee or promise that goals or targets will be achieved.

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.