



Modern Slavery Statement

This statement is made by ChampionX Corporation (ChampionX or the Company) pursuant to Section 54, Part 6 of the U.K. Modern Slavery Act 2015 and Section 11 of Australia's Modern Slavery Act 2018 on behalf of its affiliates conducting business in the United Kingdom and Australia and covered by the act, as listed in Appendix A. This statement is issued for the fiscal year ended 2023.

ChampionX Commitment

At ChampionX, we are committed to responsible business practices, compliance with applicable laws, high standards of integrity and ethical conduct, and respect for the rights and dignity of all people. Consistent with the principles set forth in our Human Rights Policy, ChampionX strictly prohibits slavery, servitude, forced labor, child labor, and human trafficking, collectively "modern slavery." We have taken steps and will continue to do so to prevent and detect modern slavery in our operations and supply chain, as described below.

Corporate Structure

Corporate Entity

ChampionX is a global leader in chemistry solutions, artificial lift systems, and highly engineered equipment and technologies that help companies drill for and produce oil and gas safely, efficiently, and sustainably around the world. Our products provide efficient and safe operations throughout the lifecycle of a well with a focus on the production phase of wells. We conduct business in more than 60 countries in regions across the globe including North America, Europe, Middle East, Asia, Africa, and South America.

ChampionX is organized into four (4) reportable business segments:

- (1) Production Chemical Technologies (PCT);
- (2) Production & Automation Technologies (PAT);
- (3) Drilling Technologies (DT); and
- (4) Reservoir Chemical Technologies (RCT).

We refer to the PCT and RCT segments together as the Chemical Technologies (CT) business. Our [2023 Annual Report](#) and our [2022 Sustainability Report](#) provide more information on the structure and location of our workforce.

Local UK Entities

ChampionX UK Limited is a private limited company which serves as a holding company for the majority of the Eastern Hemisphere ChampionX operations. As of June 2024, ChampionX UK Limited fully owns Champion Technologies Ltd which is a private limited company and part of the CT division of ChampionX that provides chemicals and associated services to the oil and gas industry, both onshore and offshore, servicing a wide customer base from large multinational companies to small independent firms. The chemicals supplied range from commodities to specialty products and services range from the provision of manpower, tank rentals, and laboratory analysis. Champion Technologies Ltd employs 292 employees.

Local Australian Entities

ChampionX in Australia operates through two operating entities, collectively referred to as the “Australian Entities”:

- (1) Apergy Artificial Lift Pty Ltd (PAT)
- (2) ChampionX Australia Pty Ltd (CT)

Apergy Artificial Lift Pty Ltd

Apergy Artificial Lift Pty Ltd (“Apergy Artificial Lift”) is a fully owned subsidiary of ChampionX Corporation and does not have ownership or control over any other company operations in Australia. It employs 59 full-time employees across Australia. Its primary manufacturing and assembly facility is in Willawong, Queensland, which is also home to the Finance, Human Resources, Engineering, and Supply Chain functions. The Willawong facility has capabilities to assemble, refurbish, and support multiple products. Its Brisbane office supports the Commercial Sales team. It also has regional facilities, including Chinchilla and Lonsdale, which support Field Service and Sucker Rod Pumps. Primary business operations consist of the supply of specialty artificial lift and production equipment for use in oil and gas production operations. The equipment is supplied from the main manufacturing and assembly facility in Willawong and regional shops in Chinchilla and Lonsdale.

ChampionX Australia Pty Ltd

ChampionX Australia Pty Ltd (“ChampionX Australia”) is a fully owned subsidiary of ChampionX Corporation and does not have ownership or control over any other company operations in Australia. It employs 39 employees, primarily in Perth and Brisbane, which cover Sales, Technical Services, Supply Chain, and IT functions (primarily full-time employees, with a small number of fixed-term contract employees). Primary business operations consist of the supply of specialty chemical products for use in oil and gas production operations. The chemical products are supplied from a network of warehouse operations across Australia, subcontracted through specialist logistics companies that are licensed to handle chemicals. ChampionX Australia also operates a field service laboratory facility in Perth which conducts routine diagnostic testing to support customer field operations and chemical use.

Supply Chain

UK

ChampionX's CT business in the UK utilizes two (2) dedicated manufacturing sites: the Fawley reaction site that manufactures intermediates in Southampton and a blending facility in Aberdeen. Both sites have a dedicated plant manager and management team who cover production, logistics/planning, maintenance/projects, and technical quality and maintenance. The Fawley reaction site is unionized and operates with a Central Bargaining Unit that covers the production, maintenance, and laboratory technicians.

Champion Technologies Ltd also uses a third-party for storing and packaging offshore containers in Aberdeen. Most raw materials are sourced from the European Union, though some are sourced from China, and intermediates are sourced from other ChampionX sites in North America and Singapore.

Australia

Apergy Artificial Lift Pty Ptd

Within the PAT division of ChampionX, Apergy Artificial Lift's supply chain is managed by a Supply Chain Supervisor in Willawong. Apergy Artificial Lift maintains local warehousing facilities to manage inventory in Chinchilla and Adelaide, as well as manufacturing plants in Willawong. The products and materials supplied are those required for the oil and gas industry in Australia, such as driveheads and rodlocks. Approximately 60% of the products supplied are from ChampionX owned business units (UPCOs) located in the United States and Canada. The remaining products and materials are sourced from Australia, China, and North America. For example, Apergy Artificial Lift has a small number of suppliers based in China and North America who supply engines and manufactured items, such as bell housings and variable rod pumps. Additionally, a local electrical subcontractor provides services to assist with Apergy Artificial Lift's manufacturing plant in Willawong.

ChampionX Australia Pty Ltd

Within the CT division of ChampionX, ChampionX Australia's supply chain is governed by an internal supply chain team who manages a network of third party subcontracted warehouses across Australia, including Perth, Karratha, Darwin, Brisbane, and Adelaide. A subset of these warehouse operations have facilities for chemical toll blending. The specialty nature of the chemicals requires that most raw materials are imported, mostly from ChampionX-owned chemical plants in the United States, UK, and Singapore. A small amount of specialty materials is purchased directly from chemical manufacturers in China and Europe.

Governance Framework

ChampionX's governance framework (which applies to all corporate subsidiaries, including the UK and Australian entities), together with our Code of Business Conduct & Ethics and the enabling policies and guidelines, demonstrate our commitment to responsible business practices, compliance with applicable laws, high standards of integrity and ethical conduct, and respect for the rights and dignity of all people. The Chief Compliance Officer serves as the executive sponsor on human rights. The Company's Ethics & Compliance Executive Committee (ECEC) provides oversight of Corporate Responsibility.

The [ChampionX Code of Business Conduct & Ethics](#) sets forth the expectation that we conduct business in a legally compliant and ethical manner, including interacting ethically with stakeholders—fellow employees, customers, suppliers, competitors, governments, and communities.

The [ChampionX Human Rights Policy](#) (effective February 16, 2023) is the foundation of our global human rights program and recognizes human rights as fundamental rights and freedoms to which every individual is equally and inalienably entitled. The Policy reinforces ChampionX's prohibition of slavery, servitude, forced or compulsory labor, human trafficking, and child labor. Additionally, ChampionX has implemented a [Global Anti-Human Trafficking Policy](#) which describes ChampionX's approach to combatting human trafficking. ChampionX expects all Company employees, as well as Company representatives and other third parties, to promptly report any concerns using one of the Company's reporting channels, including the Ethics Hotline, which is operated by an independent third party and can support anonymous reporting (see the [ChampionX Speak Up Policy](#) for a full list of reporting channels).

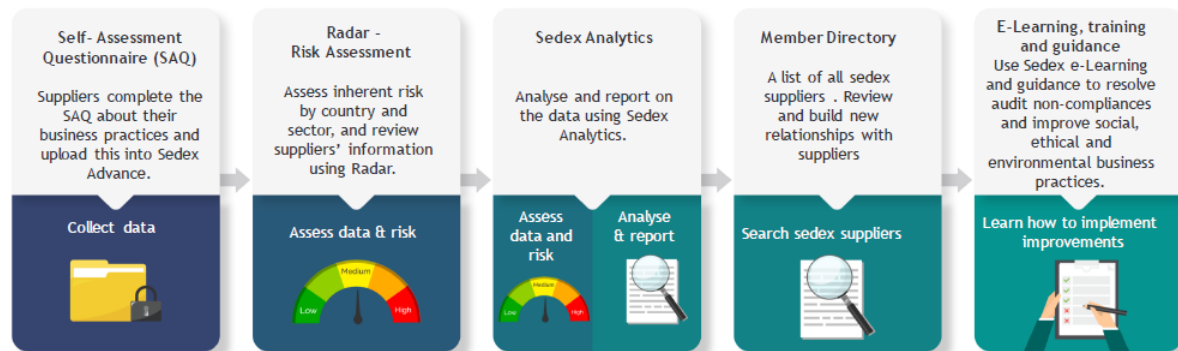


ChampionX has implemented a [Supplier Code of Conduct](#) (updated in 2023), which emphasizes the Company's commitment to operating in a socially responsible way that respects fundamental human rights. The Supplier Code states that ChampionX seeks to work with suppliers, contractors, consortium partners, and consultants (collectively "Suppliers") who share our values and ethical business practices. ChampionX requires Suppliers to review, acknowledge, and confirm receipt and compliance with the Supplier Code of Conduct upon onboarding. Alternatively, ChampionX will accept a Supplier's Code of Conduct only if, upon review, it aligns with ChampionX's Code.

Due Diligence and Risk Assessment

In 2023, ChampionX reviewed multiple software platforms to support its efforts to implement responsible business practices and build supply chain transparency. ChampionX purchased the Sedex platform in December 2023 and onboarded in early 2024. The Sedex platform provides the tools and insights needed to assess suppliers and manage supply chain risk. Sedex’s risk mapping approach is aligned with the OECD Due Diligence Guidance for Responsible Conduct, as described below.

Sedex’s collaborative platform begins with supplier completion of the Self-Assessment Questionnaire (SAQ). Sedex then uses its risk assessment tool, Radar, to produce combined risk scores. Radar combines inherent country and industry sector risk information with the data collected from supplier sites within the Sedex platform to allow ChampionX to identify its key labour, human rights, governance, and environmental risks across its business and supply chain. Risk scores are categorized into high, medium, and low risk. Using this scoring framework, the Australian and UK entities can identify and prioritize risks in their supply chain and take proactive steps to address these risks, prevent potential human rights violations, and promote responsible business practices.



The Australian and UK entities can then work with the Procurement - Compliance, Systems & Processes (CSP) Department to develop tailored corrective action plans, leveraging Sedex’s E-Learning modules, as required, and implementing on-site supplier audits through Sedex’s SMETA audit format when necessary. Audits are conducted by an independent third-party auditor. Sedex Analytics allows the Australian and UK entities to track performance and progress in real time, identify trends, benchmark performance, and gain instant insights to make strategic business decisions.

Additional Processes

ChampionX conducts sanctions and embargo screening on suppliers and customers—in March 2023, the Bureau of Industry and Security added eleven (11) entities to its Entity List for human rights abuses. ChampionX is exploring expanding its screening to include human rights-related issues for relevant suppliers on a risk basis. ChampionX maintains all supplier intermediaries (those who interact with

government authorities on the Company's behalf), as well as commercial intermediaries and joint ventures, in a single database, which allows the Company to track the renewal of due diligence.

Identifying Risks

In 2024, both the Australian and UK entities will utilize the process described in the risk mapping and due diligence section above to further identify the risks of modern slavery in their operations and supply chain.

Remediation and Improvement

The Australian and UK entities' strategy to implement corrective action plans tailored to each medium and high-risk supplier's specific risk areas will improve the suppliers' ability to identify and address modern slavery impacts within their own business and supply chain. For instance, medium-risk suppliers are required to enhance their program with the goal of moving from a medium-risk rating to a low-risk rating. The enhancement program for medium-risk suppliers requires ChampionX to have a direct discussion with the supplier to discuss potential program improvements. Additional follow-up is required at six-month and twelve-month intervals. At the end of one year, a medium-risk supplier will be re-evaluated to determine whether their rating has improved.

High-risk suppliers will require the following steps:

- (1) Determine whether the supplier is mission critical.
 - a. If not, the Australian and UK entities may elect to reject the supplier.
 - b. If the supplier is mission critical, the supplier must work towards completing its corrective action plan (approved by the Procurement CSP Department).
- (2) Procurement CSP Department will conduct quarterly status reviews with the supplier.
- (3) Procurement CSP Department will re-evaluate the high-risk supplier after one-year, with the option of conducting a third-party audit of the supplier.

Assessing Effectiveness

The Australian and UK entities will work closely with the Procurement CSP Department and suppliers to measure the completion and effectiveness of assigned corrective action plans. Additionally, ChampionX regularly assesses the effectiveness of its actions to assess/address modern slavery risks through the following:

- ChampionX periodically reviews its policies and procedures related to modern slavery.
- Annual cross-functional meeting between Supply Chain, Compliance, and Procurement CSP Departments to provide regular engagement and feedback on risk mapping and due diligence process.

- The Procurement CSP Department will conduct ongoing monitoring/tracking of the corrective actions implemented for suppliers.

Training and Capacity Building

ChampionX provides annual modern slavery awareness training to all employees, enabling them with the knowledge necessary to remain vigilant and promptly spot red flags. This is a mandatory course developed by a reputable and credible vendor. The course is assigned to all ChampionX employees and covers the following topics: (1) definition of modern slavery; (2) global laws to combat modern slavery; (3) employee responsibility to ensure that supply chain partners share ChampionX values and ethical business practices; (4) high-risk countries and industries; (5) identifying red flags; and (6) a certification that employees will adhere to Company policies around modern slavery and will report red flags. The course also includes a short quiz to test the trainee's understanding. This training is fundamental to combat forced labour and other forms of modern slavery.

In August 2023, the Procurement CSP Department provided mandatory training to ChampionX's Global Procurement function (67 employees) on human rights and modern slavery. This course will be provided annually.

Consultation Process

The Australia Modern Slavery Act's criterion to consult with entities the Australian entities own or control does not apply. The Australian entities do not own or control other entities.

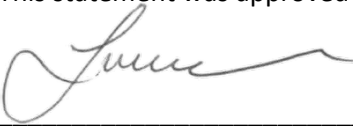
Approval

This statement was approved by the Board of Directors of ChampionX UK Limited on June 29, 2024.




Amy Jolley, Vice President, Global Tax
ChampionX UK Limited
Director

This statement was approved by the Board of Directors of Apergy Artificial Lift Pty Ltd on June 29, 2024.



Stuart McCulloch, VP Asia Pacific
Apergy Artificial Lift Pty Ltd
Director

This statement was approved by the Board of Directors of ChampionX Australia Pty Ltd on June 29, 2024.



Steve Davoren, District Manager
ChampionX Australia Pty Ltd
Director

Appendix A: Reporting Entities

The following are the reporting entities covered by this Modern Slavery Statement for the United Kingdom and Australia.

United Kingdom

ChampionX UK Limited

Australia

Apergy Artificial Lift Pty Ltd

ChampionX Australia Pty Ltd