



SLB Australia Holdings Pty Ltd  
A.B.N. 37 141 037 925  
450 Belmont Avenue, Kewdale,  
Belmont WA 6105, Australia.

## Modern Slavery Report 2024

This Modern Slavery Report is submitted jointly by:

1. SLB Australia Holdings Pty Ltd;
2. Onesubsea Australia Holdings Pty Ltd; and
3. Onesubsea Australia Pty Ltd,

which meet the reporting threshold pursuant to the *Modern Slavery Act 2018 (Cth)*.

These Reporting Entities are companies incorporated under the laws of Australia and are each ultimately owned by Schlumberger N.V., a company incorporated under the laws of Curacao.

The Reporting Entities operate and carry on the business of providing services and goods to their customers within Australia and beyond, as part of the SLB Group of Companies. SLB is a technology company that partners with customers to access energy by providing leading digital solutions and deploying innovative technologies to enable performance and sustainability for the global energy industry.

This Report has been prepared in consultation with our key teams that collaborate on our human rights program, including the respective key management personnel of the Reporting Entities; and the key management personnel of the subsidiaries of the Reporting Entities, and approved by the Board of Directors of the Reporting Entities.

For and on behalf of the Reporting Entities

Signed by:  
  
FCC39552AC4B475...  
.....

Signed

18-Jun-25  
.....

Dated

Najib Gharib, Managing Director of the Reporting Entities



2024

# Modern Slavery Report



# Introduction

This statement constitutes the Slavery and Human Trafficking Statement (United Kingdom), Modern Slavery Statement (Australia), the Transparency Act (Norway), and Fighting Against Forced Labour and Child Labour in Supply Chains Act Report (Canada) (together, the "Statement") with respect to the fiscal year that ended 31 December 2024. The Statement summarizes the policies and goals of Schlumberger Limited and its consolidated subsidiaries (together, "SLB," "us," "our" or "we") with respect to the prevention of slavery and human trafficking within our own operations, value chain and business relationships, as well as relevant actions taken in 2024 in furtherance of these policies and goals. The Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (United Kingdom), Section 5 of the Transparency Act (Norway), Section 14 of the Modern Slavery Act 2018 (Australia), and Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada).

## Contents

<b>1. Executive Summary</b>	<b>3</b>
<b>2. Our Company</b>	<b>4</b>
2.1 Our Company	4
2.2 Respecting Human Rights	5
2.3 Our Supply Chain	6
2.4 Working with Others	7
<b>3. Governance</b>	<b>8</b>
3.1 Governance Documents	9
<b>4. Training and Awareness Raising</b>	<b>11</b>
<b>5. Risk Assessment and Due Diligence</b>	<b>12</b>
5.1 Assessing Risks	12
5.2 Evaluating and Managing Risks	13
<b>6. Our Effectiveness</b>	<b>15</b>

# 1. Executive Summary

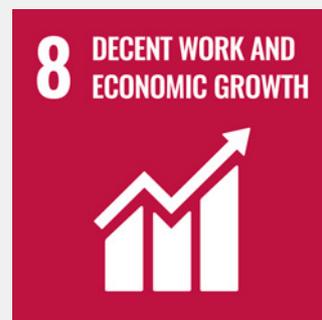
At SLB, we are committed to conducting business in a manner that preserves and respects human dignity, which is fundamental to our purpose—to create amazing technology that unlocks access to energy for the benefit of all. By respecting human rights, we look to avoid harm, and we seek to contribute to more inclusive societies embraced by the United Nations Sustainable Development Goals.

Our approach to modern slavery is embedded within our broader commitment to respecting human rights. We seek to apply this commitment to all SLB's operations, value chain and business relationships, including suppliers, contractors, and labor agents, and have made public commitments to global human rights standards including the [United Nations Guiding Principles](#) (UNGPs) and the 10 [United Nations Global Compact Principles](#) on human rights, labor, environment, and anti-corruption.

We prohibit any use or contracting, directly or indirectly, of child labor, forced labor, human trafficking, or any other form of modern slavery.

## Over the last year, SLB has:

1. Refined and updated our human rights risk mapping model and implemented corporate actions to improve working conditions.
2. Completed 53 human rights self-assessments at SLB facilities.
3. Conducted human rights due diligence of over 750 suppliers via self-assessments, SLB audits, and third party audits verifying that appropriate measures are in place so that workers in our supply chain are treated in accordance with the nine fundamental principles of our [Working Conditions Requirements](#).
4. Trained over 43,000 employees on Working Conditions Requirements, empowering them to identify modern slavery risks and act to address them.
5. Certified over 1,500 SLB drivers as part of the Truckers Against Trafficking training program at our Driver Training Center in the US.
6. Been awarded the Best Supplier Award in the Human Rights category by Petrobras, for the third consecutive year.



United Nations Sustainable Development Goals

## 2. Our Company

### 2.1 Our Company

SLB (SLB: NYSE) is a global technology company driving energy innovation for a balanced planet. We work each day on innovating oil and gas, delivering digital at scale, decarbonizing industries, and developing and scaling new energy systems that accelerate the energy transition.

Find out more at [slb.com](https://slb.com)

[Our Code of Conduct: Together with Integrity.](#)

More than just guidelines, these are the values we as SLB live by. The values we uphold. The values we personify every step of the way.

Members of our workforce, including full-time and part-time employees and contract workers, are required to complete an ethics and compliance certification on at least an annual basis, or more frequently as appropriate. This certification includes a quiz on our Code of Conduct, and acknowledgment of receipt of and agreement with our Code of Conduct.

### 2024 Highlights

2024 Financial Highlights:

Total Revenue

\$36.29B

(10% increase year on year)

Net income attributable to SLB

\$4.46B

(6% increase year on year)

>70

More than 70 global technology centers

~110,000

Employees

53

SLB facilities underwent human rights due diligence

25%

Women in our global salaried workforce

## 2.2 Respecting Human Rights

We are committed to conducting business in a manner that preserves and respects human dignity, which is fundamental to our purpose—to create amazing technology that unlocks access to energy for the benefit of all. By respecting human rights, we look to avoid harm and contribute to promoting more inclusive societies, consistent with the UN Sustainable Development Goals.

Respecting human rights is a key expectation of SLB and we publicly commit to supporting the United Nations Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises, key references for our human rights program.

### We respect human rights in practice by:

- conducting due diligence to identify, assess and manage potential human rights impacts;
- making human rights a topic our employees can understand, recognize and act upon;
- working with suppliers who respect and comply with our Working Conditions Requirements; and
- providing mechanisms for employees and third parties to report any human rights concerns.

Learn more about our commitments, approach, focus areas and the strong governance of our human rights program on [slb.com](https://www.slb.com)



"We are committed to respecting human rights across our Planning and Supply Chain organization, including by partnering with our suppliers to prevent modern slavery in our supply chain, protecting labor rights and promoting a safe, secure and inclusive working environment."

**Gwenola Boyault, Vice President  
Planning and Supply Chain**



## 2.3 Our Supply Chain

An effective, efficient, and responsible supply chain is essential to the success of SLB. Our overarching objective is to optimize long-term value for the company through best-in-class procurement practices. This is achieved through meticulous use of systematic and integrated processes to select, develop, and manage our supplier base. We work with our suppliers in a socially responsible and ethical manner, seeking to continuously minimize environmental impact while improving the way business is conducted. Our focus is to procure the highest quality products and services when required, and at the highest total value-for-money.

SLB's Planning and Supply Chain plays a critical role in strategically identifying, selecting, developing, collaborating, and managing sources of supply and delivery of goods and services. Function performance is assessed based on quality, delivery, cost, environmental and social impact, and customer satisfaction criteria. Defined metrics are used to measure operational performance and identify opportunities for improvement within both SLB and its supplier base.

We procure goods and services only from financially stable, technically qualified, and reliable sources. We require that our suppliers—as well as contractors and labor agents—comply with the laws of the countries in which they operate, or with industry guidelines where they exist and are more stringent than local law.

Read more on [slb.com](https://www.slb.com)



## 2.4 Working with Others

We continue to explore ways we can promote meaningful stakeholder engagement with individuals, workers and communities that are or could potentially be affected by our operations, business relationships, and supply chain. For example, we meet regularly with investors, join industry initiatives and partnerships, participate in academic forums, and, in consultation with our customers, participate in local community meetings. Among our human rights-focused partnerships:

- SLB is a participant member of the United Nations Global Compact, supporting and integrating its Ten Principles on human rights, labor, the environment, and anticorruption into our global operations.
- Recognizing the importance of industry collaboration, in 2017, SLB became the first associate member of IPIECA, the global oil and gas industry association for advancing environmental and social performance.
- Since 2017, we have been a member of the Oil and Gas Trafficking Advocacy Group, a group of operators and service companies who are committed to raising awareness about human trafficking and educating companies in North America about the role they can play in ending it.
- In 2024, we became a member of BSR to help strengthen the effectiveness of our human rights efforts via cross-sector collaboration.

# 3. Governance

SLB's executive management team is responsible for the development and implementation of our sustainability strategies and programs, including Human Rights, with the oversight of our Board of Directors (Board) and its committees. Our line management is directly responsible for the implementation of the Human Rights program. Our clear governance processes, including training and due diligence processes, enable our teams to deliver on our human rights commitments.

## A strong governance framework in action

### 1. Tone at the top

Continued promoting our Introduction to Human Rights video, featuring our CLO.

Our Code of Conduct Includes a commitment to respecting human rights.

### 3. Awareness

Held sessions across different functions and geographies to raise awareness about human rights and our due diligence objectives and presented on modern slavery during our global People Week event.

Trained over 43,000 employees on Working Conditions Requirements, empowering them to identify modern slavery risks and act to address them.

### 5. Third-party management

Commissioned and conducted three third-party working conditions audits on supplier's facilities

Implemented verification procedures for contractors accessing our highest risk facilities.

### 2. Governance documents

Rolled out Corporate Fatigue Management Guidelines.

Launched our Working Conditions Assurance Procedure for SLB sites.

### 4. Risk management

Refined our human rights risk-mapping process with an updated model that integrates and updates the latest geographical and industry indexes on a regular basis.

Formalized our risk-based approach to human rights due diligence and risk identification, prevention, mitigation, and remediation measures by launching the Working Conditions Assurance Procedure for SLB sites.

### 6. Assurance and accountability

Conducted human rights due diligence of more than 750 suppliers via self-assessments, SLB audits, and third-party audits.

Conducted 53 Human Rights internal self-assessments, covering our on-site contractors and suppliers, in our higher risk facilities globally.

**Learn more about our commitments, approach, focus areas and the strong governance of our human rights program [here](#).**

### 3.1 Governance Documents

SLB maintains a series of applicable governance documents that support our human rights commitments, including our prohibition of any use or contracting, directly or indirectly, of child labor, forced labor, human trafficking, or any other form of modern slavery.

1. Our [Code of Conduct: Together with Integrity](#) sets forth SLB’s commitment to conduct business in a manner that preserves and respects human dignity , and we demand the same from all our employees, contractors, suppliers, agents, and business partners. We prohibit any use or contracting, directly or indirectly, of slavery, human trafficking, child labor, and any form of forced labor. We respect the rights of local communities and work with all our stakeholders to create shared values—aligning our roles and responsibilities to uphold and promote human rights.
2. Our [Human Rights Position Statement](#) provides additional details about SLB’s approach to human rights, including our commitment to respect the principles of The International Bill of Human Rights. It incorporates internationally recognized human rights standards including the UNGPs and the ILO core labor principles.
3. Our [Working Conditions Requirements](#) provide a common baseline for the expected treatment of all employees, contractors, temporary workers, trainee workers, and migrant workers. It sets out nine principles to raise standards and assist our operations and suppliers in reviewing their performance with respect to human rights in the workplace. We have adopted the [Building Responsibly Worker Welfare principles](#), widely used across the energy sector, as the basis for our Working Conditions Requirements.

Employment is freely chosen		No child labor		No discrimination	
No harsh or inhumane		Wages are respected		No worker should pay a fee for a job	
Freedom of association is respected		Complaints and feedback systems for workers are in place		Working conditions are safe and hygienic	

4. Our Working Conditions Assurance Procedure for SLB sites guides the implementation of our risk-based Human Rights Due Diligence program across the countries where we operate.
  
5. SLB recognizes that there are serious human rights abuses associated with the extraction, transportation, and trade of minerals in some countries, including the Democratic Republic of Congo and its adjoining countries. We support responsible sourcing of materials from suppliers that share our values, and we commit to avoid contributing to the conflict through our sourcing and supplier management activities, as disclosed in our [Conflict Minerals Position Statement](#).

Any supplier entering into a contract with SLB is expected to promote and abide by our Code of Conduct, Human Rights Position Statement, and Working Conditions Requirements. Any such supplier is also required to inform us of any act or omission, actual or potential, that does not comply with these SLB governance documents. Failure to comply with our Code of Conduct, Human Rights Position Statement, and Working Conditions Requirements is deemed a material breach. We expect our suppliers to implement human rights obligations similar to those in our agreements with them throughout their supply chains.

We are committed to providing access to effective remedies when our activities may cause or contribute to adverse human rights impacts. We encourage third parties to do the same when the impact is linked to our business. We have a range of reporting mechanisms, including an online portal and 24-hour EthicsLine system. A confidential and anonymous report can be made by anyone inside or outside of the organization in 150+ languages and a specific allegation type has been added into our program to deal with Human Rights-specific allegations. SLB prohibits retaliation for good faith reporting of a potential or actual violation of our Code of Conduct, our internal requirements, or applicable laws, as outlined under our Code of Conduct.

## 4. Training and Awareness Raising

Our human rights training program is designed to provide all employees and contractors with a practical understanding of human rights issues and empowers employees and contractors to identify risks and speak up. In 2024, we continued to deploy our human rights training program and added a scenario-based working conditions requirements training. We engaged different geographies and functions in the human rights due diligence process, held supplier forums, and raised awareness about human rights issues, our expectations, and grievance mechanisms.

### **Over the last year, SLB has:**

1. Launched Working Conditions Requirements training, empowering more than 43,000 employees to identify and raise potential human rights concerns via our standard operational system or EthicsLine.
2. Continued promoting our Human Rights video training, which is certified via a test in our main training management system. Over 10,000 employees have completed the training.
3. Continued the company's Respect and Professionalism in the Workplace training, which is mandatory for all employees and contractors, as we continue our drive to a more inclusive environment.
4. Continued delivering Ipieca/Building Responsibly Labor Rights training modules to our employees, contractors, and suppliers. It is compulsory for anyone participating in due diligence in our facilities or supply chain.
5. Certified over 1,500 SLB drivers as part of the Truckers Against Trafficking training program at our Driver Training Center in the United States.
6. Continued integrating human rights moments into our Communications Toolbox to facilitate discussion of human rights at the beginning of a meeting or a work shift.
7. Over 95% of our workforce and contractors in Australia, and 98% of our workforce in Canada received awareness training on respecting the rights and cultural heritage of indigenous communities. In addition, our teams in Alaska, Australia, Canada, and Ecuador invested in providing indigenous communities opportunities to engage with SLB in employment, supply chain, and outreach activities, such as upskilling training.



## 5. Risk Assessment and Due Diligence

Consistent with the UNGPs, our approach to modern slavery covers each area articulated in the [IPIECA Human Rights Due Diligence Guidance \(2021\) model](#).

### 5.1 Assessing Risks

We take a risk-based approach to managing human rights, enabling us to focus resources where human rights issues present the most significant hazard. Understanding where our key supply chain risks lie is the starting point for taking action. We use information from third party experts, local internal assessments, and supplier self-assessments to identify the primary human rights risks in our operations and supply chain and help us prioritize action items in response to these risks. In 2024, we refined our human rights risk-mapping process with an updated model that integrates and updates the latest geographical and industry indexes on a regular basis.

## 5.2 Evaluating and Managing Risks

We continue to evolve how we evaluate and manage human rights risks through our operations, sourcing and supplier management processes. We use a variety of resources and tools to prevent exploitative work practices and modern slavery in our operations and supply chain. We have:

- Conducted 53 Human Rights internal self-assessments, including our on-site contractors and suppliers, in our higher risk facilities globally.
- Conducted human rights due diligence of more than 750 suppliers via self-assessments, SLB audits, and third-party audits.
- As an outcome of our external assessments, we are connecting our suppliers with subject matter experts to improve their approach safeguarding against working conditions risks to contracted workers, including:
  - ↳ Enhancing hiring verification process by bolstering checks to protect against recruitment fees and providing access to remedies.
  - ↳ Expanding post-hiring checks to verify employees at the subcontract level retain possession of their own travel documents and do not have restrictions to movement.
  - ↳ Modifying weekly limits for working hours in existing labor contracts.
- Formalized our risk-based approach to human rights due diligence and risk identification, prevention, mitigation, and remediation measures by launching the Working Conditions Assurance Procedure for SLB sites.
- Created corporate fatigue management guidelines to address the risk to workers with unconventional schedules.
- Launched Working Conditions Requirements training, empowering our workforce to identify and raise potential human rights concerns via our standard operational reporting system or EthicsLine.
- Implemented verification procedures for contractors accessing our highest risk facilities, including checks on minimum working age, recruitment fees, working hours, and freely chosen employment.
- Dedicated sustainability and social program roles in our Planning and Supply Chain organization to focus on management and oversight of our sustainable supply chain program, including our human rights and supply chain diversity program.
- Continued to integrate initial human rights due diligence steps into our onboarding process for all potential suppliers and continued to communicate supplier expectations on our [website](#), including specific human-rights focused guidance.
- Continued to implement a standard business conduct clause in our supplier contracts, which requires our suppliers to act in accordance with our Code of Conduct, Human Rights Position Statement, and Working Conditions Requirements.
- Continued to conduct risk-based enhanced due diligence on our priority suppliers.

→ Continued our dialogue with suppliers through supplier forums and performance reviews, as well as making the IPIECA and the Building Responsibly modern slavery training (described above) available online to our suppliers.

In general, our supplier contracts mandate that our suppliers:

- abide by our Code of Conduct and Human Rights Position Statement;
- implement policies, procedures, or processes that meet the Working Conditions Requirements;
- flow down equivalent principles and communicate similar requirements to their suppliers; and
- have developed audit protocols to maintain compliance with the above.



## 6. Our Effectiveness

Currently, we track our effectiveness in combating modern slavery through a variety of mechanisms, including:

- external review of our human rights program and those of key suppliers by reputable third parties;
- feedback provided by customers as part of human rights audits and program-level engagements;
- ongoing dialogue with our suppliers through supplier forums and performance reviews; reviews of findings through our supplier audit processes and/or facilities' self-assessment questionnaires (SAQs); and
- operations assurance reviews; and investigations and analysis of complaints related to our Working Conditions Requirements, including any allegations regarding a potential violation of human rights raised by our employees, suppliers or any third party, using one of our reporting mechanisms. Learn more [here](#).

### Internal Assessments

In 2024, we performed 53 assessments at the facilities mapped as having the highest potential labor rights risks across SLB geographies. With these insights, we were able to identify and remedy working conditions at a local level.

This includes improving the processes used to document and manage potential risks such as:

- the oversight of in-house contractor compliance;
- fatigue management plans;
- checks on recruitment costs; and
- management training on human rights.

### Key Performance Indicators

The Key Performance Indicators we will measure in 2025 to help assess our effectiveness in combatting modern slavery and inform our decision-making include:

- the percentage of SAQs remedial actions completed by our higher risk suppliers;
- the number of facility self-assessments completed and closed; and
- the number of employees and contractors trained in human rights.

## In 2025, our human rights initiatives will focus on:

1. Continuing to train and raise awareness of human rights in our workforce.
2. Supporting select suppliers in developing the measures required to improve their human rights performance.
3. Continuing the human rights assurance program at SLB facilities around the globe and embedding it in our new generation risk management system.
4. Improving our processes and documentation based on the findings of the third-party assessment of our Human Rights program to continuously improve its effectiveness.

## Consultation

This statement has been prepared in consultation with our key teams that collaborate to execute our human rights program. This includes the cross-functional human rights working group, consisting of representatives from our legal, planning and supply chain, human resources, HSE and sustainability functions.

This statement is made on 30 May 2025.



## Cautionary Statement Regarding Forward-Looking Statements

This modern slavery statement, as well as other statements we make, contain “forward-looking statements” within the meaning of the U.S. federal securities laws—that is, any statements that are not historical facts. Such statements often contain words such as “aim,” “goal,” “expect,” “may,” “believe,” “predict,” “plan,” “potential,” “projected,” “projections,” “forecast,” “estimate,” “intend,” “commit,” “pledge,” “target,” “anticipate,” “think,” “should,” “would,” “could,” “will,” “see,” “likely,” and other similar words. Forward-looking statements address matters that are, to varying degrees, uncertain, such as statements about our goals, plans and projections with respect to human rights, corporate responsibility and other social and sustainability matters; and performance and operational targets and other goals. These statements are subject to risks and uncertainties, including, but not limited to, our inability to achieve our human rights performance targets and other forecasts and expectations; our inability to meet workforce expectations and perform at desired environmental, social, governance and stewardship standards; challenges in our supply chain; and other risks and uncertainties detailed in Our most recent Forms 10-K, 10-Q, and 8-K filed with or furnished to the U.S. Securities and Exchange Commission. If one or more of these or other risks or uncertainties materialize (or the consequences of any such development changes), or should our underlying assumptions prove incorrect, actual outcomes may vary materially from those reflected in our forward-looking statements. Forward-looking statements are aspirational and not guarantees or promises that goals or targets will be met. In addition, historical, current, and forward-looking environmental, social and sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The forward-looking statements in this modern slavery statement speak only as of 30 May 2025, and SLB disclaims any intention or obligation to update publicly or revise such statements, whether as a result of new information, future events or otherwise.

† This report includes references to non-GAAP financial information, including earnings per share excluding charges and credits. For a reconciliation of earnings per share excluding charges and credits to earnings per share on a GAAP basis, please see our fourth-quarter and full-year 2024 results earnings press release at <https://investorcenter.slb.com/news-releases/news-release-details/slb-announces-fourth-quarter-and-full-year-2024-results>. The foregoing non-GAAP financial measure should be considered in addition to, not as a substitute for or superior to, other measures of financial performance prepared in accordance with GAAP.



For more information, please visit  
[www.slb.com/sustainability](http://www.slb.com/sustainability)