




# Weatherford® ANNUAL REPORT 2018 - SUSTAINABILITY

Key: ✔ Achieved ■ In Progress

	Sustainable Performance	2016 performance	2017 performance	2018 goals	2018 performance	Status
Energy Use & Emissions	<b>Reduce our energy footprint</b>	47 MWh Electricity Used/Million USD.	46.4 MWh Electricity Used/ Million USD.	6% Reduction in Total Electricity Use*.	43.1 MWh Electricity Used/ Million USD. 7% reduction*.	✔
Water Use & Quality	<b>Minimize water use across the organization</b>	0.16 M Liters Used/ Million USD.	0.15 M Liters Used/ Million USD.	5% Reduction in Total Water Use*.	0.13 M Liters Used/ Million USD 13% reduction*.	✔
Spills / Uncontrolled Releases	<b>Reduce our uncontrolled releases</b>	44 Spills (Total) > 1 BBL.	22 Spills (Total) > 1 BBL.	5-15% Reduction depending on 2017 spill incident rate.	9% increase in Total # spills (24 spills > 1BBL) No change in spill incidents if normalized to revenue*.	✔
		17 Spills (Hydrocarbon) > 1 BBL.	12 Spills (Hydrocarbon) > 1 BBL.		25% increase in Spills of Hydrocarbon > 1BBL (15 spills >1BBL hydrocarbon)	50% reduction in spills of hydrocarbon bearing liquids if normalized to revenue*.
Waste Management	<b>Reduce hazardous waste produced and minimize non-hazardous waste produced</b>	28 M Tons Hazardous Waste/Million USD.	69 M Tons Hazardous Waste/ Million USD.+	3% Reduction in Hazardous Waste Produced*.	21 M Tons Hazardous Waste/ Million USD 30% reduction*.	✔
		32 M Tons Non-Hazardous Waste/Million USD.	45 M Tons Non-Hazardous Waste/ Million USD.+ <small>+Significant volumes of hazardous and non-hazardous waste were generated during the closure of the PPS business in the US and closure/ consolidation of manufacturing, laboratories and service locations.</small>	3% Reduction in Non- Hazardous Waste Produced*.	20 M Tons Non-Hazardous Waste/ Million USD. 44% reduction*.	✔
Health & Safety	<b>Continuously improve our health and safety statistics, with the ultimate goal of no injured employees</b>	Total Recordable Incident Rate (TRIR) (per 200k operating hours): 0.35	TRIR: 0.37	Our target for the year is as follows: TRIR: 0.34	0.33 TRIR 11% decrease, despite working more man hours	✔
		Lost Time Incident Rate (LTIR) (per 200K operating hours): 0.07	LTIR: 0.08	Our target for the year is as follows: LTIR: 0.07	.06 LTIR 25% decrease, despite working more man hours	✔
		Preventable Vehicle Incident Rate (PVIR) (per 1M miles driven): 0.24	PVIR: 0.25	Our target for the year is as follows: PVIR: 0.23	.38 PVIR	■
Quality	<b>Improve our processes to reduce the number of nonproductive time (NPT) incidents</b>	21% reduction in NPT YoY (per 1K operating hours).	23% reduction in NPT YoY.	Our target for the year is a 10% reduction in NPT YoY.	22.22% decrease, despite working more man hours	✔

### \*\*Volume of Spills > 1BBL Hydrocarbon

Thousand Gal	2016	2017	2018	
Volume from all Spills> 1BBL	0.98	0.5	0.23	54% decrease in volume released from 2017
Volume from releases of Hydrocarbon > 1BBL	0.44	0.65	0.27	59% decrease in volume released from 2017

The increase in spill numbers and volume (>1BBL) can be attributed to increased operational activity. When normalized to revenue or man hours, the number of all spills >1BBL remains unchanged, and the number of spills of hydrocarbon bearing liquids >1BBL decreases by 50%.

\*Normalized to Revenue





 Responsible Operations	2016 performance	2017 performance	2018 goals	2018 performance	Status
<b>Ethics</b>  <b>Focus on continuously building a culture of ethics and integrity</b>	<p>We must ensure this permeates the organization from top executives to middle management to the frontline employee population.</p> <p>Launched anti-retaliation campaign to raise employees' awareness - with an emphasis on management - on our prohibition on retaliation of any form.</p>	<p>Launched organizational justice campaign to promote transparency into our goals of ensuring: effective reporting avenues; prompt resolution of concerns; fair discipline; no retaliation; and continuous monitoring of our program and risks.</p>	<p>Formally define elements of our Company's culture of integrity and launch employee awareness campaign regarding same.</p>	<p>Ethics and Integrity is a core value of Weatherford and has been communicated about consistently in our internal and external messaging. Weatherford also celebrated International Human Rights and Anti Corruption Days.</p>	<span style="color: green;">✔</span>
<b>Supply Chain Management</b>  <b>Increase oversight and monitoring of supplier population</b>	<p>This helps our Company increase transparency and reduce risks associated with third-party retention.</p> <p>Initiated supplier rationalization project to consolidate spend and global supplier footprint.</p>	<p>Consolidated supplier population by approximately 75% from 2016 population to final 2017 population.</p>	<p>Launch revised Supplier Code of Conduct including enhanced supplier obligations regarding human rights and other matters.</p> <p>Develop training for the Weatherford Supply Chain team and others in the organization regarding the risks of modern slavery and our commitment to eradicating the same in our supply chain.</p>	<p>The Supplier Code of Conduct now includes additional detail regarding our commitment to universal human rights, including specific prohibitions against the use of forced or compulsory labor. We have also revised our Supplier Business Compliance Questionnaire, which we provide to each supplier during the onboarding process, and added initial due diligence measures to identify modern slavery related risks and violations.</p>	<span style="color: green;">✔</span>
<b>Human Rights/ Labor</b>  <b>Document and develop our approach to ensuring our Company universally respects all aspects of human rights</b>	<p>Launched internal Data Privacy working group to focus on data privacy risks and best practices in developing a corporate framework regarding same.</p>	<p>Issued Human Rights Standard 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 Compliance.</p>	<p>Survey our operations and implement controls to ensure that proof of age and proof of payment are uniform requirements globally.</p>	<p>We developed a Human Trafficking Course that will launch in 2019 to provide supply chain employees and others guidance on ensuring proof of age, proof of payment, and other human rights factors and potential red flags are reviewed carefully before engaging in operations.</p>	<span style="color: yellow;">■</span>
<b>Security</b>  <b>Enhance Weatherford's preparedness to identify and manage the consequences of risk events that may befall the company</b>	<p>We aim to prevent any activity that may disrupt company operations to an unacceptable level.</p> <p>Identified security specific risk exposures that presented unacceptable consequences to Weatherford and developed Security Emergency Response Plans and Security Emergency Evacuation Plans for all "High" and "Medium" risk countries in which Weatherford operates.</p>	<p>Transitioned all Weatherford security risk management materials to a proprietary online platform allowing real-time vision of risk. Developed the Disruptive Events Management Standard to underpin an all-hazards approach to enterprise resilience management going forward.</p>	<p>Issue Disruptive Event Management Standard, triggering formation of Disruptive Event Management Teams in each of Weatherford's 14 geozones, responsible for identifying risks through workshops, preparing responses to scenarios or incidents that could befall the company.</p>	<p>The Disruptive Event Management Standard addresses responsibility and accountability for identifying risks, including forming Disruptive Event Management Teams in each of Weatherford's Geozones, responsible for preparing responses to scenarios or incidents that could befall the company. All Geozone management teams have been trained on the Standard through a workshop style session.</p>	<span style="color: green;">✔</span>



# Weatherford® ANNUAL REPORT 2018 - SUSTAINABILITY

Key: Achieved In Progress

	<b>World-Class People</b>	2016 performance	2017 performance	2018 goals	2018 performance	Status
<b>Workforce Retention</b>	<b>Foster a culture of inclusion that celebrates our diverse workforce and enables employees to bring their true self to work</b>	No formal program in place.	Established Diversity and Inclusive (D&I) Leadership Committee which issued the Company's first enterprise engagement survey on D&I, approved a global minimum maternity and adoption leave policy, enacted a global real estate policy for nursing rooms, and established three employee network groups: Women of Weatherford, Weatherford Young Professionals, and Weatherford LGBTQ.	<p>Drive support for our Networks and establish new ones desired by our employee base.</p> <p>Implement advancements to our recruitment process inclusive of blind resume review to tackle biases in hiring. Issue D&amp;I training on bias – conscious and unconscious – so that we raise our enterprise culture bar to ensure respect and inclusivity always and for everyone.</p>	<p>New Veterans Network established after interest from within the organization was raised. All Networks continue to expand their presence and reach across the company.</p> <p>Programs to support advancements to our recruitment process evaluated.</p>	<p></p> <p></p>
	<b>Global Citizenship</b>	2016 performance	2017 performance	2018 goals	2018 performance	Status
<b>Philanthropy</b>	<b>Promote a culture of giving that is aligned with Company values, makes a direct impact to the communities in which we operate, and is measureable</b>	No formal policy in place.	Company-wide Charitable Giving Standard drafted. Established Weatherford Foundation, Inc., a 501(c)(3) entity.	Issue Charitable Giving Standard to all employees, triggering employees to record charitable giving and sponsorship requests in a central portal. Ultimately, this will provide the Company greater visibility into our spend and ensure alignment with Company goals.	Formalize corporate charitable giving standard and establish framework to track donations.	