



# UN Global Compact Communications on Progress

November 2022



# Cautionary Statement Regarding Forward-Looking Statements

This report, as well as other statements we make, contains “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 “expect,” “may,” “can,” “believe,” “predict,” “plan,” “potential,” “projected,” “projections,” “forecast,” “estimate,” “intend,” “commit,” “pledge,” “anticipate,” “aim,” “ambition,” “goal,” “target,” “think,” “should,” “could,” “would,” “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 sustainability and environmental matters; financial and performance targets and other forecasts or expectations regarding, or dependent on, our business outlook; growth for SLB as a whole and for each of its Divisions (and for specified business lines, geographic areas, or technologies within each Division); forecasts or expectations regarding energy transition and global climate change; improvements in operating procedures and technology; our business strategies and the strategies of our customers, including their respective decarbonization strategies; future global economic and geopolitical conditions; future liquidity; and future results of operations, such as margin levels. These statements are subject to risks and uncertainties, including, but not limited to, changing global economic and geopolitical conditions; the results of operations and financial condition of our customers and suppliers; our inability to achieve our financial and performance targets and other forecasts and expectations; our inability to achieve net-zero carbon emissions goals or interim emissions reduction goals; our inability to meet workforce expectations and perform at desired ESG and stewardship standards; general economic, geopolitical, and business conditions in key regions of the world; the ongoing conflict in Ukraine; foreign currency risk; inflation; pricing pressure; weather and seasonal factors; unfavorable effects of health pandemics; availability and cost of raw materials; operational modifications, delays, or cancellations; challenges in our supply chain; production declines; our inability to recognize efficiencies and other intended benefits from our business strategies and initiatives, such as digital or Schlumberger New Energy; as well as our cost reduction strategies; changes in government regulations and regulatory requirements, including those related to offshore oil and gas exploration, radioactive sources, explosives, chemicals, and climate-related initiatives; the inability of technology to meet new challenges in sustainability and exploration; the competitiveness of alternative energy sources or product substitutes; 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 results or 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. Forward-looking and other statements in this report regarding our environmental, social, and other sustainability plans and goals are not an indication that these statements are necessarily material to investors or required to be disclosed in our filings with the SEC. 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 report speak only as of July 1, 2022, and Schlumberger disclaims any intention or obligation to update publicly or revise such statements, whether as a result of new information, future events, or otherwise.

This document details SLB’s Communication on Progress for the UN Global Compact. It outlines our plans, progress and achievements aligned with the UN Global Compact’s ten principles. This Communication on Progress is relevant to the period 16 November 2021 to 15 November 2022.

This document must be viewed in conjunction with our 2021 Sustainability Report, which provides an in-depth overview of our sustainability activities and reporting framework:

[2021 Sustainability Report \(slb.com\)](https://www.slb.com/2021-sustainability-report)

# Message from The Chief Executive Officer

I am pleased to confirm SLB's continued support for the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption.

SLB is committed to managing our impacts and engaging in collaborative projects which advance the broader development goals of the United Nations. The UN Sustainable Development Goals and the Ten Principles of the UN Global Compact are core to our focus on social and environmental stewardship.

As a global technology company driving energy innovation for a balanced planet, we're working to balance the need for energy with the needs of the planet—challenging not only ourselves, but also our customers, suppliers, and peers to partner on delivering measurable social and environmental progress—contributing to a healthier and more prosperous world.



**Olivier Le Peuch**  
Chief Executive Officer



# Global Compact SDG Ambition Benchmarks

The following table identifies key UN Sustainable Development Goals (SDGs) addressed by the Global Compact SDG Ambition Benchmarks, and reflects ways that Schlumberger integrates those SDGs into its core business processes. This table should be read in conjunction with the “Our Approach to Sustainability” section in our 2021 Sustainability Report.

Sustainable Development Goal	Global Compact SDG Ambition Benchmark	SLB Focus Area
 <p><b>5</b> GENDER EQUALITY</p>	<p>Gender balance across all levels of management</p>	<ul style="list-style-type: none"> <li>• Employee Resource Groups</li> <li>• Gender Balance Goal</li> <li>• Creating In-Country Value</li> <li>• Respecting Human Rights</li> <li>• Promoting Talent, Diversity, Equity, and Inclusion</li> <li>• Schlumberger Foundation</li> <li>• Faculty for the Future</li> <li>• Equal Pay Gap Report</li> <li>• Women and Pay Report</li> </ul>
 <p><b>6</b> CLEAN WATER AND SANITATION</p>	<p>Net-positive water impacts in water-stressed basins</p>	<ul style="list-style-type: none"> <li>• HSE Management System</li> <li>• Water Use</li> <li>• Water Recycling</li> <li>• Integrated Water Solutions</li> <li>• Safeguarding Biodiversity</li> <li>• Protecting Natural Resources</li> <li>• Enabling Circularity</li> <li>• Lean and Green Program</li> </ul>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p>100% of employees across the organization earn a living wage</p>	<ul style="list-style-type: none"> <li>• Schlumberger Foundation–Faculty for the Future</li> <li>• Responsible Supply Chain</li> <li>• Knowledge Management</li> <li>• Training &amp; Development</li> <li>• Veterans Program</li> <li>• Permian Strategic Partnership</li> <li>• Local Technology Access Strategic Initiative</li> <li>• People Analytics</li> <li>• Employee Benefits &amp; Compensation</li> <li>• Creating In-Country Value</li> <li>• Respecting Human Rights</li> <li>• Promoting Talent, Diversity, Equity, and Inclusion</li> <li>• Regional Technical Capabilities</li> <li>• Fit for Basin Strategy</li> <li>• Equal Pay Gap Report</li> <li>• Supplier DEI Program</li> </ul>





Zero waste to landfill and incineration

Zero discharge of hazardous pollutants and chemicals

100% sustainable material input that are renewable, recyclable or reusable

- Planning & Supply Chain Management
- Lean & Green Program
- Research & Innovation
- Transition Technologies Portfolio
- Solar Impulse Foundation
- Safeguarding Biodiversity
- Protecting Natural Resources
- Enabling Circularity



Science-based emissions reduction in line with a 1.5% pathway

- Carbon Emissions Reduction Goal
- TCFD Support
- Country Climate Assessments
- Third-Party Assurance Report
- Schlumberger New Energy
- Global Sea-Level Rise Risk Assessment
- Solar Impulse Foundation
- Climate Action
- Our Roadmap to Net Zero
- Transition Technologies Portfolio
- Energy Efficiency
- Footprint Rationalization Actions
- Reduce or Eliminate Flaring
- Customer Avoided Emissions
- Address Methane Emissions
- SLB end-to-end Emissions Solutions (SEES)
- CDP Supply Chain Program
- Drilling Emissions Management



100% resource recovery, with all materials and products recovered and recycled or reused at end of use

- HSE Management System
- Chemicals Management
- Safeguarding Biodiversity
- Protecting Natural Resources
- Enabling Circularity
- Environmental Management System
- Transition Technologies Portfolio



Land degradation neutrality including zero and deforestation

- HSE Management System
- Chemicals Management
- Safeguarding Biodiversity
- Protecting Natural Resources
- Enabling Circularity
- Lean and Green Program
- Environmental Management System
- Transition Technologies Portfolio



Zero incidences of bribery

- Board Oversight
- Executive Compensation
- Ethics, Integrity, Compliance, & Transparency
- Fiscal Responsibility
- Investor ESG Engagement Program

# Implementing The 10 Principles



## Human Rights Principles

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** make sure that they are not complicit in human rights abuses.

SLB is committed to conducting business in a manner that preserves and respects human dignity and working with third parties who share this commitment. Our commitments to respecting human rights are integral to the way we work are reflected in our [Code of Conduct](#), [Human Rights Program](#) and [Conflict Minerals Position Statement](#) and other policies and procedures.

SLB manages human rights as an integrated program, with overarching policies, systems and processes that are designed to be consistently applied at our operating locations across the company. Our human rights program underpins our sustainability strategy, including our commitments to help close UN Sustainable Development Goals gaps in cooperation with societies and the communities where we operate. Our focus in 2022 was developing the management systems to instill ownership and responsibility

for our human rights program, at all levels of the company, to mitigate and manage our human rights impacts and meet the needs and expectations of all our stakeholders. This culminated with the internal publication of our human rights framework, articulating our approach to human rights and the commitments we have made for each of our 10 salient human rights issues, and the key enablers for enhancing our human rights due diligence procedures.

We also made significant progress on awareness of human rights issues and rolled out an introduction to human rights video for employees, to help them better understand the business responsibility to respect human rights and the processes designed to implement our human rights commitments.

## Labour Principles

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment.

SLB is committed to supporting and protecting the health, safety, welfare, security and dignity of every worker in our operations and supply chain, consistent with local laws and international standards including the United Nations Guiding Principles and relevant ILO Conventions.

We prohibit any use or contracting, directly or indirectly, of child labor, forced labor, human trafficking, or any form of slavery, and we are

committed to continuously improving our suppliers' performance in relation to worker welfare.

SLB's [2022 Working Conditions Requirements](#), first published in 2005 and updated in 2022, promotes a respect for the rights and welfare of our employees and those working within our supply chain. The Requirements set out nine principles to assist our operations and suppliers in reviewing performance around human rights in the workplace:

## Working Conditions Requirements

Employment is freely chosen 	No child labor 	No discrimination 
No harsh or inhumane treatment 	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 

Our [2021 SLB Modern Slavery Statement](#) outlines our policies and goals and strategic approach with respect to the prevention of slavery and human trafficking within our own operations, value chain, and relationships, as well as relevant actions taken in 2021 in furtherance of these policies and goals. During the past 12 months, two independent human rights audits were conducted in our

facilities in two countries, and we implemented action plans to enable improvements in performance. We also rolled out global guidelines for human rights due diligence in the supply chain, establishing appropriate measures to verify the management systems are in place in our supply chain in accordance with the Working Conditions Requirements. To date, over 300 of our higher-risk

suppliers have completed the industry-standard human rights self-assessment questionnaire (SAQ) with ongoing development plans. We have also deployed the IPIECA and Building Responsibly modern slavery training materials in the SLB eLearning Platform and developed training pathways for employees and contractors with touchpoints to labour rights.

All personnel within the SLB Procurement and Supply Chain Organization interacting with suppliers are expected to be knowledgeable on the Working Conditions Requirements and apply them in their procurement process. To support this, they are all assigned Human Rights Training for Supply Chain pathway.

### Key Area – Diversity, Equity, and Inclusion:

One of SLB's greatest strengths is the diversity of our workforce. Nationality and cultural diversity and gender balance across all parts of our organization has been a focus for many years.

We recognize that our ability to attract, develop, motivate, and retain a highly competent and diverse workforce has been the key to our success for many decades. We strive to promote and cultivate an atmosphere of equity and inclusion where every member of the team is encouraged to share ideas and positively contribute to our organization.

SLB obeys the employment laws of the countries in which it operates and does not engage in discrimination based on race, color, gender, age, sexual orientation, gender identity, ethnicity, disability, religion, union membership, or marital status in hiring and employment practices such as promotions, rewards, and access to training, as indicated in our Code of Conduct, Employment Practices Policy and our Human Rights Position Statement.

### Our Values

As SLB employees, we pride ourselves on upholding our three values, which will guide the decisions we make as we pursue our ambitions:

#### We value People

Because our exceptional and diverse people are the pulse and spirit of who we are.

##### OUR BEHAVIOURS

We are safe

We are inclusive

We respect work & personal life

#### We value Technology

Because our passion for exploring enables us to solve the world's energy challenges.

##### OUR BEHAVIOURS

We are pioneers

We innovate together

We experiment, learn and grow

#### We value Performance

Because together we deliver outstanding results to build a sustainable future.

##### OUR BEHAVIOURS

We are pioneers

We innovate together

We experiment, learn and grow

### Environmental Principles

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

We are committed to being at the forefront of our industry's shift toward more sustainable energy

production, including by decarbonizing the oil and gas value chain and investing in low-carbon energy. We are focused on making measurable strides to accelerate innovation in energy transition and achieving our goals in a way that contributes to energy access and economic development with both a global and local lens. Our approach to managing climate and transition risks is data-centric and scenario-based, and we use both the Task Force on Climate-Related Financial Disclosures and the Sustainability Accounting Standards Board



disclosure frameworks as methodology guides. Through this approach, we seek to minimize and mitigate our adverse impacts to our local environments and communities, as well as strengthen the climate actions we are taking.

In June 2021, we announced our commitment to achieve net-zero greenhouse gas emissions by 2050. This 2050 target is inclusive of all three scopes of emissions, addressing the entire oil and gas value chain. We identified three key components to achieve this ambition: Reducing operational emissions, reducing customer emissions that occur while using our technology and taking carbon negative actions of sufficient scale to offset residual and operational emissions. Our 2050 target is supported by a comprehensive near-term road map with the following interim milestones:

- By 2025, a 30% carbon emissions reduction in Scopes 1 and 2. A portion of the 2020 short-term cash incentive compensation opportunity for our CEO and other members of our senior management was based on achieving an annual internal emissions reduction objective as part of this 2025 goal.
- By 2030, a 50% reduction in Scopes 1 and 2.
- By 2030, a 30% reduction in Scope 3.

Coinciding with our net-zero announcement, we launched our [Transition Technologies portfolio](#), which will be a key enabler to our customer decarbonization efforts. The technologies within this portfolio address a range of emissions sources within our customers' operations, including fugitive and vented methane, flaring, and emissions related to a reduction in power consumption.

We are also investing in the energy transition through our SLB New Energy portfolio, which explores new businesses in low-carbon energy and storage, or carbon-neutral energy technologies such as carbon capture and sequestration, geothermal power, geoenery for heating and cooling, sustainable battery-grade lithium, and hydrogen as an energy carrier. Our main goal is to introduce breakthrough technologies in energy verticals beyond oil and gas, using our domain expertise in areas adjacent to our existing activities

where we can deliver at scale through our global footprint and execution platform.

Supplier disclosure is a first step in understanding our suppliers' maturity on our carbon reduction journey to net zero and to help us better manage the environmental footprint of our supply chain while encouraging suppliers on their own journey toward a low-carbon economy. We are working with our suppliers to improve performance associated with greenhouse gas emissions reductions using CDP, a third-party disclosure process.

## Anti-corruption Principles

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

SLB does not obtain a business advantage through bribery, improper payments, or any other illegal means. Our Code of Conduct prohibits all employees and contractors from offering, paying, soliciting, or accepting bribes in any form or under any circumstance, including facilitation payments. In addition, payments to government officials are forbidden.

SLB's anticorruption program includes a well-defined anticorruption policy, as outlined in our Code of Conduct, as well as supporting internal controls, and applies to all of our operating locations and geographies as well as our employees, contractors, suppliers, and agents. Our Ethics & Compliance (E&C) function manages enforcement of the policy and related internal controls, with oversight from the SLB Board of Directors and its Nominating and Governance Committee. We review the governance and effectiveness of our anticorruption program at least annually.

In 2021, we introduced our Leadership by Integrity model, through which all managers show and model integrity to further integrate E&C throughout the organization and continued further integration throughout 2022. To effectively implement our ethics programs (including anti-corruption) in the countries where we operate, our E&C team uses trainings, communications, audits, and risk management tools.

# Measurement of Outcomes

The following table provides links to various public disclosures by SLB discussing how we monitor and evaluate our human rights and sustainability performance. It should be read in conjunction with our 2021 Sustainability Report.

Global Compact Principles	Where to Find More Information
<p><b>Human Rights</b></p> <p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> <li>• <a href="#">2021 Sustainability Report</a> – Download (P. 17-18, 30 and 32)</li> <li>• <a href="#">Code of Conduct</a> – Download (P. 24-25)</li> <li>• <a href="#">Human Rights</a> – Webpage</li> </ul>
<p><b>Labour</b></p> <p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</p> <p><b>Principle 5:</b> the effective abolition of child labour; and</p> <p><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Human Rights</a> – Webpage</li> <li>• <a href="#">Diversity &amp; Inclusion</a> – Webpage</li> <li>• <a href="#">Code of Conduct</a> – Download (P. 25)</li> <li>• <a href="#">Working Conditions Requirements</a> – Download</li> <li>• <a href="#">2021 Modern Slavery Statement</a> – Download</li> <li>• <a href="#">Sustainable Supply Chain</a> – Webpage</li> <li>• <a href="#">2021 Sustainability Report</a> – Download (P. 19-20)</li> </ul>
<p><b>Environment</b></p> <p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p> <p><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</p> <p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Transition Technologies</a> – Webpage</li> <li>• <a href="#">Solar Impulse Foundation</a> – Webpage</li> <li>• <a href="#">TCFD Alignment</a> – Download</li> <li>• <a href="#">2021 Sustainability Report</a> – Download (P. 6-11; 21-27; 33-34, 36-40, 49)</li> <li>• <a href="#">2022 Proxy Statement</a> – Download (P. 5)</li> </ul>
<p><b>Anti-Corruption</b></p> <p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery</p>	<ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a> – Download (P. 21)</li> <li>• <a href="#">2021 Sustainability Report</a> – Download (P. 32)</li> </ul>



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