

Modern Slavery and Human Trafficking Statement

INTRODUCTION

This statement has been published in accordance with the Modern Slavery Act 2015 (the 'Act'). The KCA Deutag group of companies ('**KCA Deutag**') is committed to complying with the Act. This statement sets out the steps taken by KCA Deutag's relevant UK incorporated entities, being Abbot Group Limited, KCA Deutag Drilling Limited and KCA Deutag (Land Rig) Limited, during financial year ended 31 December 2022 to show such commitment.

Improvements made during 2023 to date have also been set out below; we are continuously improving our practices to manage and mitigate risks of modern slavery and human trafficking in our business.

OUR BUSINESS

KCA Deutag is a leading international drilling, engineering and technology company with more than 130 years of experience including, more recently, the provision of innovative contributions to energy transition. KCA Deutag works both on land and offshore. It is divided into three business units: land, offshore and Kenera and operates approximately 160 drilling rigs in 23 countries. Headquartered in Aberdeen, Scotland, KCA Deutag has more than 10,500 employees on a worldwide basis.

We are mindful of the challenges of operating across borders and jurisdictions and are **fully committed to complying with the requirements of the Act to combat the crimes of modern slavery and human trafficking.**

OUR CORE VALUES

At the heart of our operations are our **Core Values** which define the behaviours of our employees and how we work as a global organisation. They shape the culture and future of KCA Deutag and are supported by our policy framework, which includes worldwide standards, policies & procedures and pragmatic work guidelines that help us live and work by our Core Values.

KCA Deutag is committed to:

- embracing diversity, inclusion and equality by providing a framework for fair and ethical hiring and recruiting practices, fair wages and benefits in line with KCA Deutag's operating markets; and
- holding a zero-tolerance approach to practices such as modern slavery, child labour, forced or indentured servitude, and other human rights abuses, across the organisation.

OUR CULTURE OF CARE

As a values-led organisation, our '**Culture of Care**' initiatives ensure that we actively pursue a sustainable future for our people, our future and our planet. One of the pillars of our Culture of Care, 'Caring for our People', underpins everything we do. As part of our Culture of Care initiatives, leaders are guided and trained to create and sustain an atmosphere of psychological safety, encouraging people to collaborate and speak up without fear of retaliation.



We have a confidential third-party whistleblowing helpline in place for:

- all employees and contract staff of KCA Deutag; and
- third parties with whom we have a business relationship,

in order that any concerns of potential non-compliance with our values and principles can be reported in full confidence and without fear of retaliation. Respect for human rights and provision of remedy for potential non-compliance are ways in which we uphold our Core Values.

Speak Up

If you have a serious concern over wrongdoing at work:

Report it to your line manager or HR, or
Speak to a senior manager, or
Contact Safecall

800 844 2067

or report on line at: www.safecall.co.uk/report
or email: KCAD@safecall.co.uk

All calls are treated confidentially by Safecall and you may remain anonymous if you wish.

Health & Safety
Corruption
Bullying
Fraud

Independent confidential reporting regarding:

- Environmental Issues
- Harassment
- Discrimination
- Security

safecall
A totally independent organisation working with
KCA DEUTAG
kenera

OUR SUSTAINABILITY REPORT

We published our second annual Sustainability Report in 2022. This report provides further detail on our three Culture of Care pillars (caring for our planet, our people and our future). At KCA Deutag, we know that people are key to our success and are our greatest asset. We are committed to treating our people fairly and ensuring a safe environment for all. **As part of 'Caring for our People', we are continuously seeking to eliminate risks relating to modern slavery and human trafficking.**

OUR POLICY FRAMEWORK

Integrity is central to our business. We believe in doing the right thing and are committed to acting ethically with integrity, and transparency, in all our business dealings. Our relationships with employees, customers and suppliers are built on a foundation of respect and fairness. These values support a positive culture across the organisation and are embodied in KCA Deutag's policies.

As noted above, our policy framework includes worldwide standards, policies & procedures and pragmatic work guidelines. An audit of our compliance policies & procedures was carried out during 2022 by an external law firm. Although we were advised that our compliance policies & policies were adequate for our business, we have taken the opportunity to further improve them and will be implementing our updated policies during 2023.

OUR SUPPLY CHAIN

Our operations in the UK are supported by a supply chain management team for the provision of goods and services. **We actively mitigate against risks of human trafficking and modern slavery in our supply chain.** Prior to engaging with any supplier, we undertake a supplier evaluation and carry out proportionate due diligence; we will not do business with any individual or organisation which has been unable to demonstrate compliance with our values. Our due diligence process includes Dow Jones screening of all new suppliers. This platform screens and monitors the supplier, together with any of its directors, officers and/or other key individuals or entities that we input into the platform, against (i) sanctions; (ii) global governmental databases; and (iii) adverse media reports (including those relating to human rights infringements). Suppliers are monitored on an ongoing basis and due diligence is renewed in accordance with our policy.

Our suppliers are required to comply with our Supplier Code of Conduct. It includes the following:

- Our suppliers must ensure fair labour conditions.
- Our suppliers must not engage forced or trafficked labour, nor engage in or condone abusive or inhumane treatment of workers.
- All work performed by our suppliers must be in compliance with national laws and practices, including the Act (where applicable).
- Suppliers must have appropriate whistleblowing procedures in place and communicated so that their employees can report their concerns confidentially and without fear of retaliation.

Ongoing supplier performance management and supplier audits are carried out as appropriate. Meetings are held between the KCA Deutag contract manager and/or relationship owner and the supplier in order to flag and address any identified issues.

Our standard contracting principles for suppliers require any supplier to confirm that they will comply with all applicable laws, specifically referencing relevant child labour and slavery legislation.

TRAINING

Our Core Values embedded within our organisation are supported by ongoing training for all our employees.

In the next 12 months, we will be continuing with our roll-out of the human trafficking and modern slavery awareness training to relevant employees from appropriate functions.

CONTINUOUS IMPROVEMENT

Through due diligence, supplier audits and engagement with our suppliers, we continue to monitor our business and our supply chain for association with slavery and human trafficking. We are committed to continuously improving our approach to managing any future risks to our organisation.

Allegations of any practices running contrary to our Core Values will be investigated and may result in suppliers being required to develop corrective action plans backed up by onsite audits. In addition, contracts may be terminated if suppliers breach their contractual obligations.

We are committed to nurturing an atmosphere of psychological safety that encourages everyone to SPEAK UP. We have a zero-tolerance approach to retaliation to those who SPEAK UP to #stopthejob for safety reasons or for any violations of our codes, policies or the law.

We are all individually accountable to ensure that we work ethically, make good judgement calls and always do the right thing to #enhancethebrand.

2023 ACTIVITIES

Notwithstanding that this statement relates to the financial year ended 31 December 2022, we think that it is important to share improvements that have been made during 2023 to date including:

- the implementation of our evolved values: 'WE CARE';
- the implementation of a new Code of Conduct. The Code of Conduct is the foundation of our 'WE CARE' values, helping us set the minimum expectations on how we behave and how we expect others to behave when we are representing or working with the KCA Deutag business;
- commencement of our roll-out of the modern slavery and human rights awareness training; and
- re-publicising our whistleblowing hotline to employees and contract-personnel.

OBJECTIVES

Over the next 12 months we will implement the following objectives as part of our commitment under the Act:

- Deliver modern slavery and human rights awareness training to KCA Deutag employees and contract-personnel.
- Create and implement our new and updated policies and procedures following the review of our compliance programme, including an updated Supplier Code of Conduct.

APPROVAL

This statement is made pursuant to section 54(1) of the Act and was approved for each entity in August 2023. It constitutes KCA Deutag's modern slavery and human trafficking statement for the financial year ended 31st December 2022.

Signed for and on behalf of the relevant entities*.



Joseph Elkhoury
Chief Executive Officer



Neil Gilchrist
Chief Financial Officer

**relevant UK incorporated entities are Abbot Group Limited, KCA Deutag Drilling Limited and KCA Deutag (Land Rig) Limited).*