

NOVEMBER 2021

UN Global Compact Communication on Progress

Schlumberger

Cautionary Statement Regarding Forward-Looking Statements

This report, 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,” “ambition,” “expect,” “may,” “can,” “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 sustainability, human rights, corporate responsibility and environmental 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 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; 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. The forward-looking statements in this report speak only as of November 16, 2021, 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 Schlumberger’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 2020 to 16 November 2021.

This document must be viewed in conjunction with our 2020 Sustainability Report, which provides an in-depth overview of our sustainability activities and reporting framework:

<https://www.slb.com/sustainability/reports.html>

Message From The Chief Executive Officer

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

Schlumberger is committed to 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 leading energy service company, we choose to play a key role in helping the world meet future energy demand as we continue developing solutions to address climate change—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 Sustainability Focus section in our 2020 Sustainability Report.

Sustainable Development Goal	Global Compact SDG Ambition Benchmark	Schlumberger Focus Area
	Gender balance across all levels of management	<ul style="list-style-type: none"> Employee Resource Groups Diversity & Inclusion Program and Training Gender Balance Goal Gender-Pay Gap Disclosures Schlumberger Foundation—Faculty for the Future
	Net-positive water impacts in water-stressed basins	<ul style="list-style-type: none"> HSE Management System Water Use Water Recycling Integrated Water Solutions
	100% of employees across the organization earn a living wage	<ul style="list-style-type: none"> In-Country Value Schlumberger Foundation—Faculty for the Future Responsible Supply Chain Knowledge Management Training & Development Veterans Program Local Technology Access Human Rights Working Group People Analytics
	<p>Zero waste to landfill and incineration</p> <p>Zero discharge of hazardous pollutants and chemicals</p> <p>100% sustainable material input that are renewable, recyclable or reusable</p>	<ul style="list-style-type: none"> Lean and Green Program Facilities Management Transition Technologies HSE Management System Chemicals Management Supply Chain Management

Sustainable Development Goal	Global Compact SDG Ambition Benchmark	Schlumberger Focus Area
	Science-based emissions reduction in line with a 1.5% pathway	<ul style="list-style-type: none"> ■ Getting to Net Zero ■ Carbon Emissions Reduction Goal ■ Science-Based Target Commitment ■ TCFD Support ■ Country Climate Assessments ■ Facilities Management ■ Environment Performance Data ■ Supply Chain Management ■ Schlumberger New Energy ■ Global Sea-Level Rise Risk Assessment ■ Solar Impulse Foundation ■ Transition Technologies
	100% resource recovery, with all materials and products recovered and recycled or reused at end of use	<ul style="list-style-type: none"> ■ HSE Management System ■ Biodiversity Focus ■ Chemicals Management ■ TNFD Support ■ Transition Technologies
	Land degradation neutrality including zero and deforestation	<ul style="list-style-type: none"> ■ HSE Management System ■ Biodiversity Focus ■ Chemicals Management ■ TNFD Support ■ Transition Technologies
	Zero incidences of bribery	<ul style="list-style-type: none"> ■ Antibribery and Anti-Corruption 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.

Schlumberger is committed to conducting business in a manner that preserves and respects human dignity. Our commitments to respecting human rights are reflected in our [Code of Conduct](#), [Human Rights Position Statement](#) and [Conflict Minerals Position Statement](#) and other policies and procedures.

Schlumberger 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.

During the past 12 months, we completed a human rights risk assessment of our business and global supply chain using third-party expertise; created a dedicated role in our planning and supply chain organization to strengthen management and oversight of our sustainable supply chain program, including human rights; developed an internal compliance audit tool for onsite self-assessments of Schlumberger facilities which we piloted in Brazil to identify specific indicators of human rights risk; and prepared a company-wide human rights training plan.

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.

Schlumberger 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.

Our 2020 [Modern Slavery Statement](#) outlines our policies and actions with respect to the prevention of slavery and human trafficking within our own operations, value chain, and business relationships.

Schlumberger's Working Conditions Requirements, first published in 2005 and updated in 2019, promote 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:

- Employment is freely chosen
- Child labor shall not be used
- No discrimination is practiced
- Freedom of association is respected
- No harsh or inhumane treatment is allowed
- Fair wages are paid
- Working conditions are safe and hygienic
- No worker should pay a fee for a job
- Complaints and feedback systems for workers are in place

Key Area—Diversity, Equity, and Inclusion:

One of Schlumberger's greatest strengths is the diversity of our workforce. Achieving increased nationality and cultural diversity and gender balance across all parts of our organization has been a focus for Schlumberger for many years. Our ability to attract and retain top talent enables us to develop innovative, fit-for-basin solutions for our customers and to implement our business strategies. We strive to promote and cultivate an atmosphere of equity and inclusion where every member of the Schlumberger team is encouraged to share ideas and positively contribute to our organization.

Schlumberger 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 and our Human Rights Position Statement.

During the past 12 months we refreshed our compliance audit tool for remote and onsite core audits, in line with our procedures as well as guidance relating to on-site labor assessments from IPIECA; grew the membership of our network of employee resource groups to almost 7,000; and established an anti-human trafficking working group in North America to increase awareness of the issues and mobilize employees to combat human trafficking.

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 [Schlumberger 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, geoenergy 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.

Anti-corruption Principles

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

Schlumberger 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.

Schlumberger'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 function manages enforcement of the policy and related internal controls, with oversight from the Schlumberger Board of Directors and its Nominating and Governance Committee. We review the governance and effectiveness of our anticorruption program at least annually.

Measurement of Outcomes

The following table provides links to various public disclosures by Schlumberger discussing how we monitor and evaluate our human rights and sustainability performance. It should be read in conjunction with our 2020 Sustainability Report.

Global Compact Principles	Where to Find More Information
Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	<ul style="list-style-type: none">■ Human Rights Webpage■ Code of Conduct Download (P. 25)■ 2020 Sustainability Report Download (P. 43-46)■ 2021 Proxy Statement Download (P. 15)
Principle 2: make sure that they are not complicit in human rights abuses.	

Global Compact Principles	Where to Find More Information
Labour	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<ul style="list-style-type: none">Human Rights WebpageDiversity & Inclusion WebpageCode of Conduct Download (P. 25)Working Conditions Requirements Download2020 Modern Slavery Statement DownloadSustainable Supply Chain Webpage2020 Sustainability Report Download (P. 35-37, 43-46)2021 Proxy Statement Download (P. 15)
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 and occupation.	
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	<ul style="list-style-type: none">Transition Technologies WebpageSolar Impulse Foundation WebpageTCFD Report—Climate Download2020 Sustainability Report Download (P. 5-11; 24-29; 33-34, 36-40, 49)2021 Proxy Statement Download (P. 15)
Principle 8: undertake initiatives to promote greater environmental responsibility; and	
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none">Code of Conduct Download (P. 21)2020 Sustainability Report Download (P. 63)

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For more information, please visit
www.slb.com/sustainability

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