UNITED NATIONS GLOBAL COMPACT		TECHNIPFMC
Objective	**Principle**	**Sources & References**
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.	→ U.K. Annual Report and Accounts for the year ended Dec. 31, 2021: *Environmental, Social & Governance*, pp. 38-39, *Core Values & Foundational Beliefs*; p. 40; *Social*, pp. 50-53; *Governance*, pp. 61-65; *Supply Chain & Customer Matters*, p. 65-66; *Health, Safety & Security*, pp. 67-69. → Code of Business Conduct: *Core Values*, p. 6; *Protecting people and the environment*, pp. 14-20. → Supplier & Subcontractor Integrity Expectations. → TechnipFMC Slavery and Human Trafficking Statement 2021. → Global Health, Safety, Environment and Security Policy. → Human Rights Standard (*confidential*). → Board Member of <u>Building Responsibly</u> with representation on its Steering Committee. → ESG Scorecard: Year 1 results against 2021-2023 targets. → Human Rights Due Diligence Assessment & Auditing SOP (*confidential*). → Supply Chain General Terms & Conditions: *Human Rights*, pp. 18 – 19. → Ethics Point Helpline: Reporting compliance concerns. → Intake Form on TechnipFMC's Ethics & Compliance site to report adverse impacts on human rights.
Labour	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.	→ U.K. Annual Report and Accounts for the year ended Dec. 31, 2021: *Environmental, Social & Governance*, pp. 38-39, *Core Values & Foundational Beliefs*; p. 40; *Social*, pp. 50-53; *Employee Matters*, pp. 54-60; *Governance*, pp. 61-65; *Health, Safety & Security*, pp. 67-69. → Code of Business Conduct: *Core Values*, p. 6; *Protecting people and the environment*, pp. 14-20. → Supplier & Subcontractor Integrity Expectations. → TechnipFMC Slavery and Human Trafficking Statement 2021. → Global Health, Safety, Environment and Security Policy. → Human Rights Standard (*confidential*). → Board Member of <u>Building Responsibly</u> with representation on its Steering Committee. → ESG Scorecard: Year 1 results against 2021-2023 targets. → Human Rights Due Diligence Assessment & Auditing SOP (*confidential*). → Supply Chain General Terms & Conditions: *Human Rights*, pp. 18 – 19. → Intake Form on TechnipFMC's Ethics & Compliance site to report adverse impacts on human rights. → Ethics Point Helpline: Reporting compliance concerns. → Signatory to the CEO Pledge for the CEO Action for Diversity & Inclusion.
Environment	Businesses should support a precautionary approach to environmental challenges;	→ U.K. Annual Report and Accounts for the year ended Dec. 31, 2021: *Letter from our Chair & CEO*, pp. 1-3; *Other business information relevant to our business segments*, pp. 23-24; *Environmental,*

	undertake initiatives to promote greater environmental responsibility; and	*Social & Governance*, pp. 38-39; *Core Values & Foundational Beliefs*; p. 40; *Environmental*, pp. 41-49; *Supply Chain & Customer Matters*, pp. 65-66; *Principle Risks & Uncertainties*, pp. 72-89.
	encourage the development and diffusion of environmentally friendly technologies.	→ Code of Business Conduct: *Core Values*, page 6; *Protecting people and the environment*, pp. 14-20. → Supplier & Subcontractor Integrity Expectations. → Global Health, Safety, Environment and Security Policy. → ESG Scorecard: Year 1 results against 2021-2023 targets. → Supply Chain General Terms & Conditions: *Quality & HSE Management*, pp. 4 – 5. → Environmental Key Performance Indicators Reporting Standard (*confidential*). → Environmental Management Standard (*confidential*). → Environmental Aspects and Impacts Identification (ENVID) (*confidential*). → Greenhouse Gas Management Standard (*confidential*). → ISO 14001 certified (46 entities).

Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery.	→ U.K. Annual Report and Accounts for the year ended Dec. 31, 2021: *Environmental, Social & Governance*, pp. 38-39, *Core Values & Foundational Beliefs*; p. 40; *Governance*, pp. 61-63; *Supply Chain & Customer Matters*, pp. 65-66. → Code of Business Conduct: *Core Values*, page 6; *Protecting business and brand*, pp. 40-62. → Anti-Bribery & Corruption Standard (*confidential*). → Conflict of Interest Standard (*confidential*). → Gifts, Hospitality & Trave Standard (*confidential*). → Social Donations, Sponsorships & Charitable Contributions Standard (*confidential*). → Compliance Due Diligence Standard for Business Partners and Third-Party Intermediaries (*confidential*). → Commercial Intermediary Performance Review: Annual Assessment & Interview Questionnaire → Bi-annual Commercial Intermediary Activity Report & Compliance Certification. → Commercial investigation and periodic reinvestigation of higher risk third parties, which are required to answer new compliance questionnaires with contract renewal. → ESG Scorecard: Year 1 results against 2021-2023 targets. → Supply Chain General Terms & Conditions: *Compliance*, p. 18; *Anti-bribery & Corruption*, p. 21; Tax Evasion, pp. 21-22; *Enforcement*, p. 23. → Supplier & Subcontractor Integrity Expectations. → Ethics Point Helpline: Reporting compliance concerns. → Continuous adverse media, reputational, and political exposure monitoring of higher risk third parties. → Internal and external risk assessments, including face-to-face sensing sessions and consultation of business leaders and third parties regarding corruption risk and indicators in their country, region, industry, and markets. → Annual internal employee and periodic third-party (agent) training regarding corrupt practices, warning signs, resistance, and reporting requirements, often conducted face-to-face or via videoconference