

15th February 2024

Modern Slavery Statement

Introduction

This statement has been published in accordance with the Modern Slavery Act (2015). It sets out the steps taken by Altus Intervention Limited (acquired by Baker Hughes in April 2023) during the financial year ending 31st December 2023 to prevent modern slavery in our business operations and supply chains.

Slavery, servitude, forced labour and human trafficking (Modern Slavery) are issues of increasing global concern, affecting all sectors, regions and economies. Modern Slavery is fundamentally unacceptable within our business and supply chains and is an important element in our overall approach to business and human rights. Altus Intervention has a strong commitment to being a responsible business and in this statement, we provide details of how our company operates and the steps we have taken to evidence that modern slavery is not taking place in our supply chains or any part of the business.

Our Policy

Altus Intervention are working towards establishing a zero-tolerance policy on Modern Slavery. We have a number of policies and procedures in place to minimise the risk of Modern Slavery within our Supply Chain. Links to the policies can be found at the end of this document.

Although the main responsibility for compliance with Modern Slavery lies within HR and Management, all employees have a responsibility to understand, identify, and address any issues related to Modern Slavery.

Our Structure and Supply Chains

Altus Intervention currently employ 1100 people globally with operations across 4 regions: UK & West Africa, Norway & Denmark, Americas and Middle East & Asia Pacific.

Altus Intervention has over 500 suppliers, from a varied range of sectors for example from accommodation to downhole tools and insurance to PPE suppliers.

Our Procedures

We have a number of procedures in place to ensure compliance with Modern Slavery.

We operate a fully compliant Employment Process through recruitment and benefits, which is supported by our People Policy. Our People Policy outlines the standards in which we expect our employees to operate and contains details of Whistleblowing. Our Business Ethics Policy also ensures our Employees operate ethically in all matters and if anyone suspects any non-compliance they can refer to the Whistleblowing section of the People Policy. Links to both policies can be found at the end of this statement.

All Vendors of Altus Intervention must sign a Vendor Qualification form which states that they comply with the UN Declaration of Human Rights and any other international laws and codes of conduct where applicable. Our Procurement policy states that our Vendors, irrespective of size, are expected to comply with the specifications outlined in the Vendors Qualification form. Should any Vendor be found

to use modern slavery in any part of their supply chain and/or their business, Altus Intervention have the right to treat this as a material breach of contract and terminate immediately.

Our Procurement department have an online procurement tool to manage our approved Vendors. The Procurement team maintain a record of all our approved Vendors and as such, this allows us to regularly review and monitor our vendors to ensure they are compliant with Altus Intervention specifications. If we are not satisfied with a Vendor's position on Modern Slavery, we will not appoint the Vendor or will terminate the existing contract immediately or at the point of contract renewal.

Due Diligence

Altus Intervention carries out comprehensive due diligence on all suppliers and has developed clear and robust procedures to ensure compliance by suppliers. As mentioned previously, all suppliers must complete a Vendor Qualification form stating that they comply with the legislation. We have an internal team responsible for ensuring completion of the Qualification forms and should any supplier refuse to comply we will not enter a relationship with them.

2023

Over the last 12 months Altus Intervention have undertaken the following activities:

- 468 Employees have completed an eLearning on Modern Slavery yearly. Every employee does a yearly refresher. Following Baker Hughes acquiring Altus Intervention employees have also undertaken their eLearning on Modern Slavery.
- Our Supply Chain carry out a continuous review of our Vendors to ensure they have completed updated Vendor Qualification forms.
- The employment handbook has continuously been reviewed with consideration to the Modern Slavery Act (2015).

Going Forward

The Company will continue to lead by example and ensure compliance with the Modern Slavery Act (2015) via employee education and supplier compliance.

We encourage our employees, suppliers and stakeholders to speak up, without retribution, about any concerns regarding human rights and modern slavery in our operations or supply chain. We are committed to investigation reports in appropriate and timely manner.

Link to Policies and Procedures

People Policy
Business Ethics

Vendor Qualification Form
Supply Chain Procedure

Approval

This statement has been approved by the Directors of Altus Intervention UK and signed on their behalf



Garry Michie
Director Altus Intervention



Donald Prentice
Director Altus Intervention