2021 NOV Modern Slavery Act Statement
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This statement explains the steps that we have taken to help ensure that slavery and human trafficking do not take place within the NOV Inc. supply chain. This statement is intended to provide our stakeholders with information regarding our compliance with the UK and Australia Modern Slavery Acts and the California Transparency in Supply Chains Act. This statement applies to NOV Inc. and its global family of companies including its UK subsidiaries Andergauge Limited, Fjords Processing Limited, Fjords Processing UK Ltd., Mono Group Pension Trustees Limited, MSI Pipe Protection Technologies UK Limited, National Oilwell (U.K.) Limited, National Oilwell Varco UK Limited, NOV Downhole Eurasia Limited, NOV Elmar (Middle East) Limited, NOV Holding Sub UK 1 Limited, NOV Holding UK 1 Limited, NOV Holding UK 2 Limited, NOV Intelliserv UK Limited, NOV Process & Flow Technologies UK Limited, NOV UK (Angola Acquisitions) Limited, NOV UK Finance Limited, NOV UK Holdings Limited, NOV UK Korea LP, Pipex Limited, Pipex PX Limited, ReedHycalog UK Limited, Robbins & Myers Holdings UK Limited, Slip Clutch Systems Limited, and Tuboscope Vetco Capital Limited. This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act of 2010, and the Australia Modern Slavery Act of 2018. It highlights the steps that NOV is taking to prevent modern slavery and human trafficking in NOV’s operations and supply chains.

I. OUR ORGANIZATION

A. Company Description

NOV (NYSE: NOV) delivers technology-driven solutions to empower the global energy industry. For more than 150 years, NOV has pioneered innovations that enable its customers to safely produce abundant energy while minimizing environmental impact. The energy industry depends on NOV’s deep expertise and technology to continually improve oilfield operations and assist in efforts to advance the energy transition towards a more sustainable future. NOV powers the industry that powers the world.

NOV has a long and proud legacy of innovation and technology dating back to the earliest days of the oilfield. As the world expands its energy portfolio to lower-carbon sources, NOV is at the forefront of this energy evolution, continuously growing and diversifying its core engineering, manufacturing, and project management expertise to offer new and exciting opportunities.

B. Our Company Structure

We are a global family with approximately 30,000 employees, working as one team to create a lasting impact for our company, our customers, and the communities where we live and work. We take responsibility for each other and our company’s future, knowing that personal ownership leads to broader success. We conduct operations in more than 60 countries. NOV currently operates under three segments:

i. Wellbore Technologies

NOV Wellbore Technologies touches every aspect of the drilling process. With a focus on oil and gas companies and supporting drilling contractors, oilfield service companies, and oilfield rental companies, the segment designs, manufactures, rents, and sells a variety of equipment and technologies used to perform drilling operations, and offers services that optimize their performance, including: drill bits, borehole enlargement services, and directional drilling tools and optimization/automation software and services; downhole tools for drilling and intervention; premium drill pipe and drill stem accessories; solids control and waste management equipment and services; drilling and completion fluids; data acquisition and analytics technologies; managed-pressure-drilling systems; coating and inspection services and RFID technology for drill pipe lifecycle management; and Intelliserv™ wired drill pipe.
ii. Completion & Production Solutions

NOV Completion and Production Solutions (CAPS) provides safe, efficient, innovative solutions to maximize the flow of hydrocarbons and direct discrete production streams everywhere its customers operate. From well construction components like premium connections, liner hangers and cementing equipment to downhole multistage fracturing tools, pumpers, blenders and sand storage solutions, this segment’s tools allow operators to optimize the completion of a well. Once a well is completed, the robust suite of coiled tubing and wireline equipment allows for cost-efficient and reliable intervention work from the truck to the software to the BOP stack. From there, production begins. Whether on land or offshore, the highly engineered CAPS equipment helps lift, pump, flow and separate oil, gas, water, and sand streams on the surface or even subsea. The variety of composite piping and structures helps to connect and carry products in even the most corrosive environments. Outside of oil and gas, the CAPS segment offers pumping, mixing, separation, and composite pipe technology which can be applied in a variety of industries to process fluids.

iii. Rig Technologies

NOV Rig Technologies uses its deep expertise to help minimize risk, increase uptime, and improve performance, all in the name of revolutionizing the future of energy. The segment makes and supports the capital equipment and integrated systems needed to drill oil and gas wells on land and offshore as well as other marine-based markets, including offshore wind vessels. The segment designs, manufactures and sells land rigs, offshore drilling equipment packages (including installation and commissioning services), and drilling rig components that mechanize and automate the drilling process and rig functionality.

The segment supports the entire lifecycle of its equipment by providing spare parts, repair, and rentals as well as comprehensive remote equipment monitoring, technical support, field service, and customer training through an extensive network of aftermarket service and repair facilities strategically located in major areas of drilling operations worldwide.

Visit [www.nov.com](http://www.nov.com) for more information.
II. POLICIES & PROGRAMS

At NOV, we believe our reputation for integrity and ethical behavior is a critical factor in the success of our business strategy and our success as a global company. NOV has a zero-tolerance approach to modern slavery and human trafficking. Our stakeholders - including our people, customers, suppliers, other business partners, shareholders, and local communities around the world - depend on us to consistently demonstrate integrity, ethical behavior, and good judgment.

Our Code of Business Conduct and Ethics reflects our expectation that all our employees, suppliers, and business partners honor these values and our global corporate responsibility relating to modern slavery and human trafficking by:

• Upholding and respecting human rights everywhere in all our operations and facilities
• Prohibiting the use of child, forced, indentured or involuntary labor in any of our operations
• Promoting the health and safety of our workers everywhere
• Ensuring compliance with fair wage and hour laws in all NOV operations
• Not knowingly conducting business with and terminating any business dealings with any supplier or business partner who violates these standards

Also, NOV has implemented an Anti-Forced Labor Policy as an expression of its own commitment and the expectations we have for all employees, agents, suppliers, representatives, and joint venture-partners of the Company worldwide. This Policy details how NOV commits to advance respect for fundamental human rights and expressly prohibits forced and child labor by:

• Providing a work environment free of unlawful discrimination and harassment based on any status or activity protected by applicable law
• Rejecting the use of child, forced, bonded, indentured or involuntary labor of any kind within our operations
• Promoting the health and safety of our workers everywhere
• Ensuring compliance with fair wage and hour laws in all our operations
• Not knowingly conducting business with any supplier or other business partner who engages in forced labor, human trafficking, or exploitation of any person
• Selecting suppliers that agree to be in compliance with our Anti-Forced Labor Policy
• Requiring suppliers and business partners who conduct work on our behalf to comply with our Anti-Forced Labor Policy

Furthermore, NOV upholds human rights in all our operations and facilities. We do not condone or permit the use of child, forced, indentured, or involuntary labor in any of our operations. We promote the health and safety of our workers everywhere. In addition, we ensure compliance with fair wage and hour laws in all NOV operations. We will not knowingly conduct business with—and will terminate business dealings with—any supplier or other business partner who violates our standards where such conduct is unremediated. Also, our commitment to human rights and preventing modern slavery includes encouraging our stakeholders to report any suspected violations or concerns. These reports can be made electronically or via telephone to the NOV Ethics Hotline. The Hotline is available 24 hours a day, 7 days a week in more than 100 languages and may be reported anonymously where permitted by local law.
III. DUE DILIGENCE

Our Ethics & Compliance program requires certain key new suppliers and third parties to be reviewed and approved prior to engaging them in the provision of goods and/or services. Our review process includes screening the supplier through our enterprise review platform to determine whether the supplier is a restricted/sanctioned party and if the supplier is a known risk for forced labor or modern slavery violations. Our procurement teams periodically conduct quality control audits on certain key NOV suppliers and we have begun training the auditors to identify environmental risk factors that may expose a forced labor or modern slavery risk that should be reported to the Ethics & Compliance Group for further investigation.

Our Suppliers Agreements and Terms & Conditions include an obligation for our suppliers to comply with their obligations under the Modern Slavery Act 2015.

Suppliers are further required to follow the NOV Anti-Forced Labor Policy, which includes our commitment to universal human rights, including the prohibitions against the use of child, forced, indentured or involuntary labor.

By using a risk-based analysis consisting of data points including NOV spend and the reputational risk for modern slavery violations associated with the geographic location of our suppliers, NOV has identified certain suppliers that will be subject to enhanced diligence including, but not limited to, completing questionnaires to further identify compliance risks and periodic onsite modern slavery and forced labor compliance audits. In 2021, NOV conducted its first onsite supplier compliance audit as a pilot study to better understand how to appropriately conduct such audits for high-risk suppliers pursuant to NOV’s criteria and what steps may be appropriate to remediate adverse findings. Our work to further implement this system will continue in 2022.
IV. RAISING AWARENESS & TRAINING

Our employees are trained annually to follow the Code of Business Conduct and Ethics and are held accountable for their compliance with the Code.

In 2021, NOV rolled out a new human trafficking awareness training to all network employees. This interactive training course explained the topic of human trafficking and outlined NOV’s corporate social commitment to prevent it. Employees learned where and how human trafficking occurs, as well as associated red flags to help identify it. This training also detailed human rights due diligence and monitoring procedures that employees are expected to comply with in order to prevent human trafficking within NOV and NOV’s supply chains. Lastly, this training explained the consequences of noncompliance and taught employees how to report known or suspected violations of NOV policy or the law. More than 93% of NOV network employees completed this training by the end of 2021.

V. OUR ONGOING COMMITMENT

NOV remains committed to addressing the root causes of modern slavery by empowering workers and protecting vulnerable groups, addressing business impact, and engaging on policy and legislation. We are committed to ensuring that there are no unremediated cases of modern slavery or child labor in our supply chain or operations.

We will continue to engage and work closely with peer companies and organizations to improve our understanding of modern slavery risks and best practices. As part of our industry outreach, NOV has continued its partnership with the Oil & Gas Trafficking Awareness Group (www.ogtag.org) to promote awareness of the risks associated with human trafficking and forced labor in the oil and gas industry.

This statement was approved on behalf of the Board of Directors of NOV Inc. and will be reviewed on an annual basis.

Signed,

Mr. Clay Williams
Chairman, President and Chief Executive Officer