



THE GLOBAL DRILLING
SOLUTIONS COMPANY

Modern Slavery and Human Trafficking Statement

Introduction

This statement has been published in accordance with the Modern Slavery Act 2015 (the 'Act'). This statement sets out the steps taken by H&P ('H&P') (which acquired KCA Deutag in 2025) and its relevant UK incorporated entities, being Abbot Group Limited, KCA Deutag Drilling Limited and KCA Deutag (Land Rig) Limited, during financial year ended 31 December 2024 to show such commitment.

Improvements made during 2024 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

Founded in 1920, H&P is committed to delivering industry leading drilling productivity and reliability. H&P operates with the highest level of integrity, safety and innovation to deliver superior results for our customers and returns for shareholders. Through its subsidiaries, the Company designs, fabricates and operates high-performance drilling rigs in conventional and unconventional plays around the world. H&P also develops and implements advanced automation, directional drilling and survey management technologies. With headquarters in Tulsa, Oklahoma, H&P has over 18,000 employees working in over 30 countries worldwide.

We are mindful of the challenges of operating across borders and jurisdictions and are fully committed to preventing modern slavery and human trafficking in our global business.

The H&P Way

The H&P way defines our purpose, core values and the behaviors that drive our culture. Our values reflect who we are and the way we interact with one another, our customers, partners and shareholders.

A diverse workforce promotes innovation, respect, teamwork and trust, all leading H&P to better accomplish our purpose: improving lives through efficient and responsible energy. We are committed to cultivating an organization where every H&P employee knows their experiences are valued, and throughout our core values and policies hold a zero-tolerance approach to practices such as modern slavery, child labour, forced or indentured servitude, and other human rights abuses, across the organization.

- **Actively C.A.R.E:** We treat one another with respect. We care about each other. We are committed to Controlling and Removing Exposures for ourselves and others.
- **Service Attitude:** We do our part and more for those around us. We consider the needs to others and provide solutions to meet their needs.
- **Innovative Spirit:** We constantly work to improve and try new approaches. We make decisions with the long-term in mind.
- **Teamwork:** We listen to one another and work across teams towards a common goal. We collaborate to achieve results and focus on success with our customers and shareholders.
- **Do the Right Thing:** We are honest and transparent. We tackle tough situations, make decisions and speak up when needed.

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



Whistleblowing

We encourage a transparent organization that encourages employees to be responsible for helping detect and prevent violations of our Code of Business Conduct and Ethics and applicable laws. Through our Code of Business Conduct and Ethics and our Non-Retaliation policy we encourage all personnel to raise with us any matters of genuine concern. We will take allegations seriously and investigate matters appropriately and, so far as possible, confidentially.

There are a number of ways we encourage our people to report actual or alleged violations: (i) by reporting issues where possible to their immediate supervisor; (ii) to legal, Compliance or Human Resource (iii) by submitting a concern to the H&P Nominating and Corporate Governance Committee in care of the Corporate Secretary or my making a confidential and anonymous report by using our ethics hotline [Helmerich & Payne, Inc.](#)

Our Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics('Code') is our guidelines for conducting H&P business which is consistent with our values and underpins our reputation for integrity, excellence and ethical conduct. Our Code promotes our continued compliance to help prevent, detect and report conduct inconsistent with our values.

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. Our suppliers are required to comply with our internal policies and our Code OF Business Conduct and Ethics.

Prior to engaging with any supplier, we undertake a supplier evaluation and carry out proportionate due diligence. We expect suppliers and third parties with whom we work to engage with us in a transparent fashion and to comply with any due diligence or investigative process we are undertaking, including, subject to compliance with applicable

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law, by providing us with information we reasonably request promptly and in full. 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 external screening of all new suppliers. These external platforms screen and monitor 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 policies.

Ongoing supplier performance management and supplier audits are also carried out as appropriate. 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.

Our Sustainability Report

Legacy KCA Deutag published their third annual Sustainability Report in 2024. The H&P annual report is available on our website [Sustainability Report | Helmerich & Payne, Inc.](#)

Objectives, Training and Activities

We are committed to continue to raising awareness throughout our organization on human trafficking and modern slavery, as appropriate.

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.

Approval

This statement is made pursuant to section 54(1) of the Act and was approved for each entity in August 2025. It constitutes H&P's modern slavery and human trafficking statement for the financial year ended 31st December 2024.

Signed for and on behalf of the relevant entities*.



Sean Branton
Head of Accounting

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