



## Personnel Policy

In SLB, we believe that the creativity, energy and expertise of our people is the foundation on which we build our success. Therefore, our ability to attract, develop, motivate and retain outstanding individuals is essential to the future of our business.

Line Management and the HR Function are responsible for supporting our people and inspiring them through effective leadership, based on the following Personnel Principles:

- Recruit where we work
- Promote diversity of nationality, culture, gender and thought
- Train and develop people continuously throughout their careers
- Manage by objectives
- Promote from within, based on performance and potential
- Offer borderless career opportunities
- Respect and care for individuals and their families
- Offer a competitive compensation and benefits package

These are the underlying principles that have helped to shape our company culture and which create limitless opportunities for personal growth. It is the combined offering of these elements that makes every career with SLB a unique and highly rewarding experience.

A handwritten signature in blue ink, appearing to read 'Olivier Le Peuch', is positioned above the printed name.

**Olivier Le Peuch**

Chief Executive Officer, Schlumberger Limited

For further information regarding this policy:

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