



## Flexible Work Policy

In Schlumberger, we believe that flexible work will enhance employee experience and drive business performance. The BlueFLEX flexible work policy and program provide options as to how, when and where employees can work.

This program addresses the work location i.e. the physical site where an employee performs their work, and the work pattern i.e. the schedule by which an employee conducts their work in terms of specific days and hours.

The global framework supporting this policy identifies jobs eligible for a flexible work pattern, however it is the responsibility of local management to determine the eligible population based on local specificities.

Local management will be responsible for deployment and support of the appropriate model. Under any BlueFLEX model, the work schedule of front-line managers and key supporting roles shall still be structured in a way to ensure the safety of our people as well as quality of our product and service delivery.

There are two standard models of flexible work offered to eligible employees under BlueFLEX:

- Hybrid Teleworking: working from an office location for three days and teleworking two days per working week OR:
- Compressed Week: the total number of working hours in a given period is maintained but distributed in a way that provides more flexibility

Any deviation from these models must be managed via an exemption process here.

Local management may allow flexibility in working hours, provided it is aligned with business requirements.

All employees participating in BlueFLEX are required to live within a daily commuting distance to their assigned office or workplace.

BlueFLEX does not change an employee's current terms and conditions of employment, which are governed as per local regulations and requirements in the country of employment.

Every employee participating in BlueFLEX is required to formally acknowledge the parameters of the flexible model being implemented in line with local legal requirements. The local HR team will provide a local policy outlining the local implementation details, as well as any employee support measures or requirements to ensure implementation in compliance with local labor and employment regulations.

The performance and impact of the locally implemented flexible model shall be assessed by local management on regular basis and adjusted accordingly. The central framework and supporting documents will be reviewed and updated annually.

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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