

FY 2024 Modern Slavery Statement – Sensia UK Ltd.

This Modern Slavery Statement has been prepared in accordance with s54(1) of the Modern Slavery Act 2015, and sets out the steps taken by Sensia UK Ltd. and its affiliates (collectively “Sensia”) during our financial year from 1 October 2024 to 30 September 2024 (“FY24”) to deal with modern slavery risks within our business and supply chains. FY 2024 marks the first year Sensia has met the Modern Slavery Act’s turnover threshold to require the publishing of a statement.

This statement supports Sensia’s commitment to operate free from any kind of modern slavery in any part of our business or supply chain with a zero-tolerance policy.

1. Organization Structure

Sensia is the oil and gas industry’s first digitally enabled, integrated automation solutions provider, unifying sensing, intelligence, and action to optimize decisions and dramatically reduce the time and interactions between detection, diagnosis, and resolution. Sensia has legal entities in more than a dozen countries with its operations in United States managed by Sensia LLC and its non-US companies, like Sensia UK Ltd., rolling up to Sensia Netherlands B.V.

Supply Chains

All suppliers must meet recognized labor standards and uphold the human rights of workers, treating them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, and direct employees. With our suppliers, we continue to create a more responsible supply chain aligned with the needs of our customers and society’s changing expectations. All suppliers must adhere to [Sensia’s Supplier Code of Conduct](#), which among other industry recognized standards, provides that all of Sensia’s suppliers must adopt or establish a management system that ensures that:

- Supplier’s employees have freely chosen to be employed and that all workers shall be free to leave work at any time or terminate their employment.
- Suppliers do not use child labor.
- Compensation paid to workers must comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- Supplier does not allow for any harsh or inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers.
- Suppliers do not unlawfully harass or discriminate against workers based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status.

We have incorporated these standards into our supplier selection process, and our goal is to partner with suppliers who champion these new standards and apply those standards to their supplier network. We endeavor to partner with organizations that share our commitment to these

values and believe that all suppliers should manage and report on their social and environmental objectives.

2. Policies in relation to slavery and human trafficking

Sensia has policies applicable both to its employees and to our third-party partners that aim to prevent and condemn modern slavery and human trafficking in our business and supply chains. We follow the standards established by both Rockwell Automation and Schlumberger (SLB) when it comes to establishing our Code of Conduct and other policies to fight against the risk of forced labor.

- Our Code of Conduct requires all employees to observe all applicable laws including those regarding modern slavery and human trafficking and requires all employees to treat one another with dignity and respect.
- Our [Supplier Code of Conduct](#) requires all of our suppliers and vendors to reject modern slavery, human trafficking, and exploiting child labor.
- Our Social Responsibility policy which condemns the use of forced labor and exploitative child labor.

3. Risk Assessment and Management; Due diligence processes.

We believe there is a minimal risk of causing, contributing or being linked to instances of modern slavery within our operation. Despite this belief, however, we take significant efforts to identify, prevent and mitigate the risk of modern slavery both within Sensia and downstream in our supply chain. Sensia's suppliers are subject to routine due diligence and self-assessments to identify their efforts to mitigate modern slavery risk. In conducting general due diligence, we have not found any areas of our business or supply chain to pose a significant risk for human trafficking or modern slavery. If such a risk is ever discovered, it will be documented and remediated.

As part of our due diligence efforts, we routinely analyze applicable laws in the countries in which we do work to ensure that we are complying with their regulations and ensuring that our policies are in line with them.

4. Key performance indicators to measure effectiveness of steps being taken, Training.

During fiscal year 2024, we reviewed the following key performance indicators to assess the effectiveness of our efforts in addressing the risk of modern slavery in our business and supply chains:

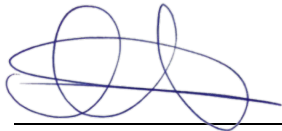
Employee training in Sensia's Code of Conduct and Commitment to ethically sourcing labor.	Our employees received our Annual Ethics Training and reaffirmed their commitment to our Code of Conduct.
Contracts that include adherence to the Supplier Code of Conduct.	All our key supplier contracts from our Strategic Sourcing Organization continue to

	include a requirement to abide by the Supplier Code of Conduct.
The number and nature of instances of non-compliance related to modern slavery or human trafficking reported to Human Resources, Internal Controls or Sourcing (audits), any manager or Company lawyer	There were no verified modern slavery or human trafficking issues reported during FY24.

Next Steps

We will continue working on our efforts to identify, assess, and address modern slavery risks within our operations and supply chains. These efforts include:

- Continue raising awareness by providing training for our employees and members of our supply chain.
- Conducting investigations of any non-compliance and taking prompt action as appropriate.
- Monitoring the effectiveness of our policies and procedures.
- Continue monitoring global regulations to combat modern slavery.



Kawal Maharaj, Director