

## MODERN DAY SLAVERY STATEMENT

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that P&P Services BV has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We have zero tolerance to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings.

### OUR BUSINESS

P&P Services BV is a global, value-added distributor of drilling fluid additive products, additives used across a broad spectrum of drilling applications. P&P Services BV purchases materials from global companies and other suppliers/producers in various markets around the world. The key end market P&P Services BV serves is the Oil & Gas and Geothermal drilling industry.

### OUR HIGH RISK AREAS

We believe our highest areas of potential risk are within our supply chain. In order to mitigate our supply chain risk, P&P Services BV has in place a Supplier Code of Conduct which, among other things, forbids the use of child and compulsory labour, human trafficking and slavery, unsafe and hazardous working conditions and environments, and any behaviour that does not maintain human dignity and respect.

On any new supplier contracts, we aim to include specific contractual language that obligates the supplier to act in a lawful manner and that forbids the use of child and compulsory labour, human trafficking and slavery.

## **OUR POLICIES**

We have in place a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Code of Ethics. P&P Services BV Code of Ethics explains the manner in which we behave as an organisation and how we expect our officers, directors and employees to act.
- Anti-Corruption Policy. P&P Services BV Anti-Corruption Policy outlines the requirement that all Prince employees, agents, officers and directors must comply with all anti-corruption laws in every country in which we do or intend to do business.
- Supplier Code of Conduct: P&P Services BV Supplier Code of Conduct outlines the minimum requirements and expectations for the ethical behaviour of all suppliers to P&P Services BV.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our organisation and our supply chains, we intend to roll out a training program to our employees. All appropriate employees will be encouraged to participate in such training to understand the risks better.

## **OUR PERFORMANCE INDICATORS**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

## **APPROVAL OF THIS STATEMENT**

This statement was approved by the P&P Services BV, Board of Directors.

P&P Services BV

André van der Hoek, Managing Director

May 30, 2020