



 Sustainable Performance		2016 performance	2017 performance	2018 goals
Energy Use & Emissions	Reduce our energy footprint	47 MWh Electricity Used/Million USD.	46.4 MWh Electricity Used/Million USD.	6% Reduction in Total Electricity Use*. 2% Reduction in Scope 1 Emissions*. 6% Reduction in Scope 2 Emissions*. *Normalized to Revenue
Water Use & Quality	Minimize water use across the organization	0.16 M Liters Used/Million USD.	0.15 M Liters Used/Million USD.	5% Reduction in Total Water Use*. *Normalized to Revenue
Spills / Uncontrolled Releases	Reduce our uncontrolled releases	44 Spills (Total) > 1 BBL. 17 Spills (Hydrocarbon) > 1 BBL.	22 Spills (Total) > 1 BBL. 12 Spills (Hydrocarbon) > 1 BBL.	5-15% Reduction depending on 2017 spill incident rate.
Waste Management	Reduce hazardous waste produced and minimize non-hazardous waste produced	28 M Tons Hazardous Waste/Million USD. 32 M Tons Non-Hazardous Waste/Million USD.	69 M Tons Hazardous Waste/Million USD.+ 45 M Tons Non-Hazardous Waste/Million USD.+ +Significant volumes of hazardous and non-hazardous waste were generated during the closure of the PPS business in the US and closure/ consolidation of manufacturing, laboratories and service locations.	3% Reduction in Hazardous Waste Produced*. 3% Reduction in Non-Hazardous Waste Produced*. *Normalized to Revenue
Health & Safety	Continuously improve our health and safety statistics, with the ultimate goal of no injured employees	Total Recordable Incident Rate (TRIR) (per 200k operating hours): 0.35 Lost Time Incident Rate (LTIR) (per 200K operating hours): 0.07 Preventable Vehicle Incident Rate (PVIR) (per 1M miles driven): 0.24	TRIR: 0.37 LTIR: 0.08 PVIR: 0.25	Our targets for the year are as follows: TRIR: 0.34 LTIR: 0.07 PVIR: 0.23
Quality	Improve our processes to reduce the number of nonproductive time (NPT) incidents	21% reduction in NPT YoY (per 1K operating hours).	23% reduction in NPT YoY.	Our target for the year is a 10% reduction in NPT YoY.

 World-Class People		2016 performance	2017 performance	2018 goals
Workforce Retention	Foster a culture of inclusion that celebrates our diverse workforce and enables employees to bring their true self to work	No formal program in place.	Established Diversity and Inclusive (D&I) Leadership Committee which issued the Company's first enterprise engagement survey on D&I, approved a global minimum maternity and adoption leave policy, enacted a global real estate policy for nursing rooms, and established three employee network groups: Women of Weatherford, Weatherford Young Professionals, and Weatherford LGBTQ.	Drive support for our Networks and establish new ones desired by our employee base. Implement advancements to our recruitment process inclusive of blind resume review to tackle biases in hiring. Issue D&I training on bias - conscious and unconscious - so that we raise our enterprise culture bar to ensure respect and inclusivity always and for everyone.

 Responsible Operations		2016 performance	2017 performance	2018 goals
Ethics	Focus on continuously building a culture of ethics and integrity	We must ensure this permeates the organization from top executives to middle management to the frontline employee population.	Launched organizational justice campaign to promote transparency into our goals of ensuring: effective reporting avenues; prompt resolution of concerns; fair discipline; no retaliation; and continuous monitoring of our program and risks.	Formally define elements of our Company's culture of integrity and launch employee messaging campaign regarding same.
Supply Chain Management	Increase oversight and monitoring of supplier population	This helps our Company increase transparency and reduce risks associated with third-party retention.	Initiated supplier rationalization project to consolidate spend and global supplier footprint.	Consolidated supplier population by approximately 75% from 2016 population to final 2017 population.
Human Rights/Labor	Document and develop our approach to ensuring our Company universally respects all aspects of human rights	Launched internal Data Privacy working group to focus on data privacy risks and best practices in developing a corporate framework regarding same.	Issued Human Rights Standard guided by international human rights principles found in the Universal Declaration of Human Rights, the Voluntary Principles on Security and Human Rights, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Compliance.	Survey our operations and implement controls to ensure that proof of age and proof of payment are uniform requirements globally.
Security	Enhance Weatherford's preparedness to identify and manage the consequences of risk events that may befall the company	We aim to prevent any activity that may disrupt company operations to an unacceptable level.	Identified security specific risk exposures that presented unacceptable consequences to Weatherford and developed Security Emergency Response Plans and Security Emergency Evacuation Plans for all "High" and "Medium" risk countries in which Weatherford operates.	Transitioned all Weatherford security risk management materials to a proprietary online platform allowing real-time vision of risk. Developed the Disruptive Events Management Standard to underpin an all-hazards approach to enterprise resilience management going forward.

 Global Citizenship		2016 performance	2017 performance	2018 goals
Philanthropy	Promote a culture of giving that is aligned with Company values, makes a direct impact to the communities in which we operate, and is measureable	No formal policy in place.	Company-wide Charitable Giving Standard drafted. Established Weatherford Foundation, Inc., a 501(c)(3) entity.	Issue Charitable Giving Standard to all employees, triggering employees to record charitable giving and sponsorship requests in a central portal. Ultimately, this will provide the Company greater visibility into our spend and ensure alignment with Company goals.