

Slavery Act Statement 2020

Introduction

Archer is committed to the highest level of ethical standards and sound governance and sets high standards of impartiality, integrity and objectivity in relation to its operations globally.

As part of our culture of good governance we operate to a set of core values which reflects our relationships with our principal stakeholder groups: customers, manufacturers, shareholders, suppliers and employees.

We are opposed to slavery, human trafficking and forced labour in all its forms and committed to preventing it by whatever means we can. We take a zero tolerance approach and demand the same from all entities we have business dealings with.

We hereby reconfirm our continued commitment towards implementing and enforcing effective systems to ensure that slavery and human trafficking is not taking place in our business or within our supply chain.

With reference to Section 54 of the UK Modern Slavery Act 2015 we hereby present Archer's Slavery Act Statement.

This statement covers the year ending December 31, 2020 and has been approved by Archer's global executive management and the directors of our UK operations.

Archer's Business

Archer is a global oil services provider with a heritage in drilling and well service that stretches back over 40 years. As of the date of this statement Archer employs approximately 5000 people, and is present at over 30 locations in 17

countries. From drilling services, well integrity and intervention, plug and abandonment to decommissioning, we are focused on safely delivering the highest quality services and products to the drilling and well service markets.

We operate primarily in Norway, the United Kingdom, and Argentina, but have offices in the United States, Australia, Malaysia, the UAE, Bolivia and Brazil.

We work for all major oil and gas operators and major service companies globally.

Archer is listed on the Oslo Stock Exchange under the ticker symbol ARCHER.NO and our web site is www.archerwell.com.

Our corporate organisational chart is attached hereto.

Archer's Supply Chain

Archer's supply chain is located primarily in Norway, the UK, and Argentina where it supports our operations in these countries. We have approximately 110 employees in our global supply chain organisation.

Archer's supply chain primarily sources spare parts for existing capital equipment used for offshore and onshore drilling and oil and gas production activities. We also source temporary personnel, consumables, and commodities.

Our supply chain sources a vast majority of purchases locally in Norway, the UK, or Argentina with international purchases of equipment often made through large multinational suppliers based in the United States, Norway, or the UK.

Archer's Policies

Archer has implemented policies and procedures that work to ensure good corporate governance - including detecting and mitigating the risk of modern slavery and human trafficking in our supply chain and our business as a whole. A list of the applicable Archer policies is as follows:

- *Code of Conduct*: sets forth the expectations and requirements from Archer's management to all Archer employees and contractors, including whistleblowing, non-discrimination and non-harassment.
- *Authority Matrix*: sets forth the approval limits from the board of directors of Archer Limited to the executives, vice presidents and further into the business units of Archer, including assuming risk in relation to tendering in jurisdictions where modern slavery and human trafficking are higher risks.
- *Archer's Supplier Approval Procedure*: sets forth the approval, due diligence, and quality control process suppliers must undergo in our supply chain before they are approved suppliers, including adherence to our Code of Conduct.
- *Archer's Procedures for the Retention of Third Party Representatives*: sets forth an approval and due diligence process before any third party representative may act on behalf of Archer anywhere we do business (includes our diligence questionnaires, compliance declarations, and business case tools addressing human rights, corruption, and adherence to our Code of Conduct).
- *Archer Employee Handbook*: every employee of Archer is subject to this, with versions for each country, region, or employee location (onshore or offshore). It addresses equal opportunity, harassment and bullying, collective agreements, and performance management and grievance procedures.

Due Diligence and Risk Assessment

As Archer carries on activities in multiple jurisdictions, we undertake due diligence and risk assessments as a regular part of our business. Successfully executing drilling and well service projects, consistent with our Values, Code of Conduct and international laws, requires a thorough process to manage the risk inherent in these activities. The areas below are where our business faces the greatest potential risks of being involved with modern slavery, human trafficking, forced labour, or human rights abuses.

Tenders

From time to time we tender for work in jurisdictions where the risk of modern slavery, human trafficking, and human rights abuses are greater issues than in others. We have established a thorough and detailed process for reviewing and approving all major tenders and specifically all tenders in these higher risk jurisdictions.

All tendering and contract deliveries are subject to Archer's Authority Matrix. We review and assess risk on each tender involving high risk work (including those in jurisdictions where labour issues and human rights issues are more prevalent or less transparent). This entails a more thorough review of the risk, evaluations by HR, HSE, Legal and potentially by external risk managers. We make an assessment in a corporate review and may order additional actions or diligence to safeguard against identified or potential risk, or direct a 'no bid' if we are not comfortable with the project presented.

Partnering

Any partnering we undertake (including joint ventures, partners, distributorships, and agents) undergo a strict due diligence and vetting process before they are approved. This includes due diligence by Archer, compliance declarations, and external due diligence by third parties to ensure there are no compliance, human rights, labour, or other legal issues which would bar Archer from working with that person or company. We continue to track the relationship and periodically refresh our due diligence.

Supply Chain

Archer's suppliers must undergo a supplier qualification program before they are added to Archer's approved supplier list. This entails a due diligence process which includes questions around quality, compliance, code of conduct and modern slavery. We then perform site inspections and visits to suppliers before they are added to our list.

Major / critical suppliers are reviewed annually on the same basis to ensure continued compliance. High value or complex subcontracts and purchase orders require corporate approval in accordance with our Authority Matrix, which entails a further risk review.

Our supply chain professionals are all required to undertake training on our Code of Conduct.

Effective Actions Taken

Our Code of Conduct sets behavior principles that we expect of our employees, contractors and partners and our internal Archer Alertline acts as a portal to report any situations in conflict with the Code of Conduct anywhere in our business. This includes any breach of laws, human rights abuses, or forced labour. The reports from the Alertline are handled by the General Counsel of Archer.

We will continue our cooperation with unions in Norway, UK, and Argentina; respect the labour rights of our employees and ensure the same standard is set for our suppliers.

Due to the nature of our supply chain, business location, internal procedures, and client and suppliers lists; we assess the risk that Archer becomes unwittingly involved in modern day slavery or human trafficking as low.

We have identified no instances of modern slavery in our organization or supply chain, but we will continue our vigilance to ensure we stay this way.

Training

We have ongoing training on Archer's Code of Conduct for all employees of Archer on a global basis. A new on-line module course on the entire Code of Conduct was initiated in 2018 and completed in 2019. We will carry out further Code of Conduct training on a global basis in 2021.

Separate training sessions with the supply chain groups from UK, Norway, Brazil, US, Australia, Argentina, and Malaysia have been held in 2020.

Archer's supply chain groups will continue to hold further meetings and risk reviews to discuss issues with suppliers. A focus area is on compliance which

includes slavery, human rights, and forced labour issues. These are ongoing and regular initiatives.

Going Forward

We will continue the initiatives described herein and will continuously look to improve and strengthen our processes to ensure that human and labour rights violations do not take place within our supply chain or any part of our business.

A handwritten signature in black ink, consisting of several overlapping loops and a horizontal line at the bottom, resembling a stylized 'A' or 'T'.

Adam Todd

EVP, General Counsel

Archer