



Corporate
Social
Responsibility
2019



People

Our people are at the heart of our success. We recognise the value of our employees and are committed to providing the working environment, encouragement and personal development required to meet our goals.

Performance

Getting it right first time, every time. We are passionate about delivering safe, high quality customer service. We embrace teamwork, individually and collectively assuming responsibility for delivering the highest standard of service in the industry.

Partnerships

We listen to our customers and build relationships to understand their needs and innovatively apply, adapt or develop our technologies and services to provide timely and effective solutions.

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Corporate social responsibility

Our continued commitment

As we reflect on 2019, I would like to thank our employees for their passion and commitment that remains at the forefront of our corporate social responsibility (CSR) activity.

Expro's core values of People, Performance, and Partnerships continue to drive our commitment to CSR. And I am proud to see that our values have transferred into our people's personal lives highlighted through community projects and other social activities (pages 22-27). From inspiring the next generation of our industry, providing donations to those in need around them, or overcoming a physical challenge to raise money for local charities, our people continue to strive ahead. We must continue CSR activity and work to support the local communities in which we operate.

This passion is critically important when it comes to our safety, which, as always, remains paramount in our organisation. We pride ourselves on having a strong safety culture and always encourage our employees to champion safety at every opportunity. At the same time, we work towards being recognised as the benchmark for safety in our industry.

This year saw the launch of a hand safety awareness campaign (page 11) that generated a strong impact, not only within Expro but also across the industry. Throughout the business, operational workers, inspired by the campaign, took a safety pledge to

always look after their hands. I feel this dedication demonstrates the personal and successful message of the campaign. We also achieved a key milestone of a 50% drop in hand injuries this year, but please remember never to be complacent when it comes to safety standards.

We are committed to protecting our people and the environment around us by promoting sustainable practices and performance. Across the world, each of our regions has created and implemented initiatives to minimise environmental impacts and identify how we can benefit the local areas in which we operate (pages 20-21).

As we adapt to this changing market, I look forward to the future. I hope to build on the tremendous success Expro and our people have achieved this year. And to challenge how we and the entire energy industry move forward to deliver a stronger CSR approach for the future.

Mike Jardon
Chief Executive Officer

“
We work towards being recognised as the benchmark for safety in our industry.”



Our global footprint

A global and multicultural organisation

Employees

4,300⁺

Countries

~47

Nationalities

73

North America



Employees

470⁺

USA (Texas, Louisiana, Connecticut, Oklahoma, Pennsylvania, Colorado, California), Canada

Asia



Employees

950⁺

Thailand, Malaysia, Indonesia, India, Australia, China, Philippines, Vietnam, Brunei

Europe CIS (ECIS)



Employees

1,100⁺

UK, Kazakhstan, Norway, Netherlands, Azerbaijan, Russia, Israel, Turkey, Romania

Latin America



Employees

460⁺

Brazil, Bolivia, Mexico, Argentina, Colombia

Middle East and North Africa (MENA)



Employees

920⁺

Algeria, Saudi Arabia, Egypt, UAE, Qatar, Iraq, Libya, Tunisia

Sub Saharan Africa (SSA)



Employees

390⁺

Ghana, Gabon, Angola, Nigeria, Congo, South Africa, Cameroon, Mozambique, Kenya, Ivory Coast, Chad, Equatorial Guinea

Health and safety

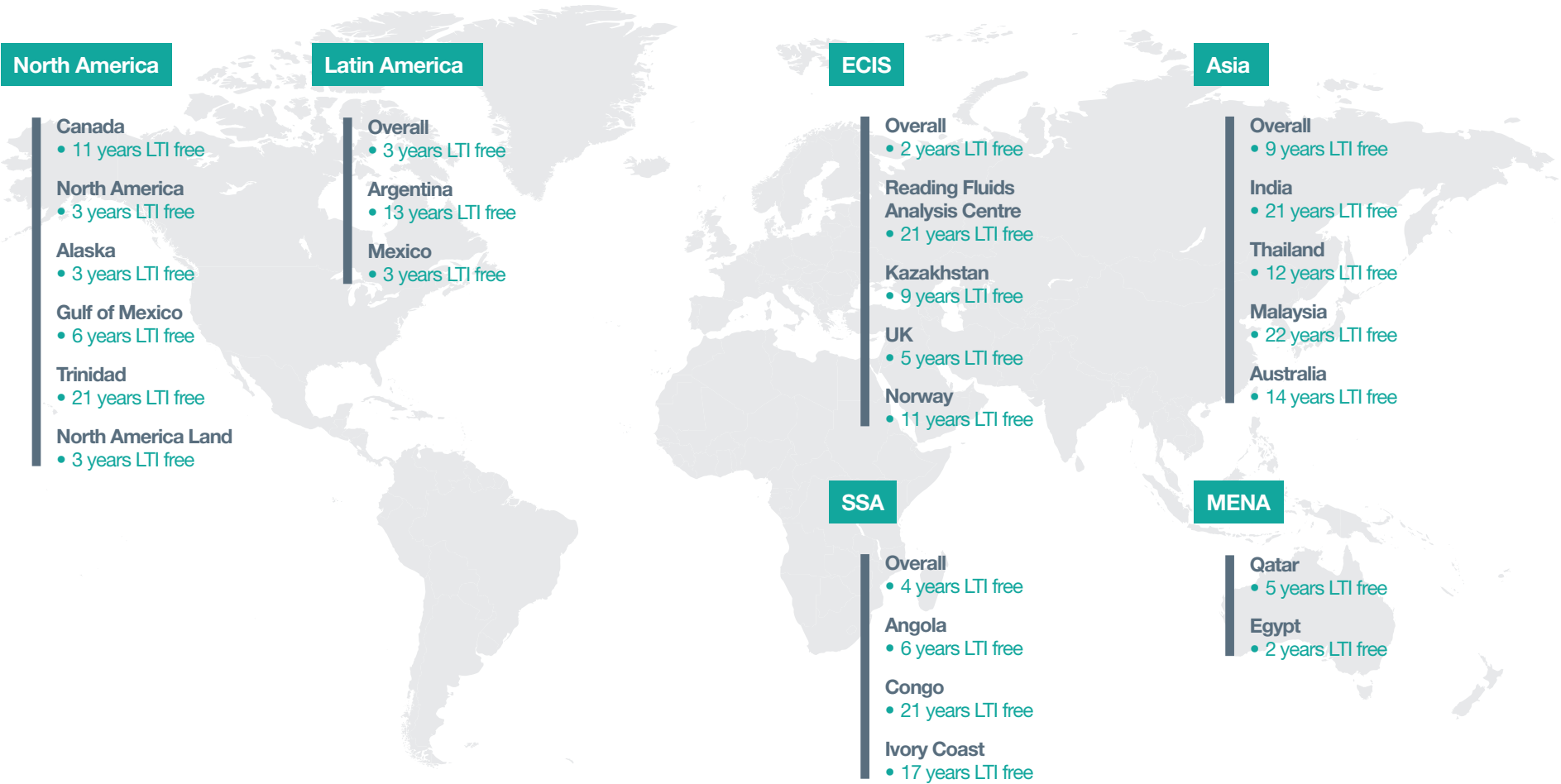
At Expro, we strive to be at the forefront of safety in everything we do.

Safety is not a process. It is who we are. It is our culture.

And we pride ourselves on having a strong safety culture and always championing safety at every opportunity.

Our performance

*As of January 2020



Commendations

- Asia**
 - Perth, Australia reached 2.5 million-man hours since the last LTI event. Championing safety!
- ECIS**
 - The UK team reached five years without a LTI on 18th June
- Latin America**
 - First oil and gas service company in Brazil to achieve the health and safety management system certification of ISO-45001

Health and safety

“This prestigious award recognises our commitment and dedication to continuous improvement in health and safety across the business and I’d like to thank everyone in the company for putting safety at the forefront of our operations.”



Alistair Geddes
Chief Operating Officer

Awarded RoSPA Order of Distinction

Expro, has been recognised with an Order of Distinction for 15 consecutive Gold awards in the RoSPA (Royal Society for the Prevention of Accidents) Health and Safety Awards.

The prestigious award is presented to organisations that sustain the highest standards of health and safety management and innovation over consecutive years. It recognises Expro’s continued success in safety, as well as a range of new safety initiatives carried out during the past year.

Last year saw the launch of a company-wide internal safety climate survey, focused on gathering employee opinions and perceptions around a series of safety specific matters; the results of which are being used to shape the future direction of health and safety in the company.

Other key activities focused on HSEQ management reviews, embedding of global audit systems,

and lessons learned 30 years on from the Piper Alpha disaster, highlighting the importance of individually championing safety.

Alistair Geddes, Chief Operating Officer commented:

“Safety is our critical priority at Expro. We pride ourselves on having a strong safety culture and we encourage our employees to champion safety at every opportunity while we work towards being recognised as the benchmark for safety in our industry.

“This prestigious award recognises our commitment and dedication to continuous improvement in health and safety across the business and I’d like to thank everyone in the company for putting safety at the forefront of our operations.”

‘It’s in your hands’ - hand safety campaign

Hand injuries remain the highest contributor to recordable injurious incidents across the industry. Situational awareness often is a contributing factor to these incidents, along with not recognising a change has occurred to the task, for example, routine to non-routine that requires further risk assessment. With that in mind, we launched a campaign focused on hand safety, looking at the real-life changing consequences a hand injury can bring.

The ‘It’s in your hands’ campaign was designed to focus on how serious and irreversible hand injuries can be. And not only how they impact working life but also how they can affect personal life and the things people enjoy doing.

In 2019 recordable hand injuries reduced by 50% and inspired many people across Expro to create and sign a pledge to look after their hands. Originally it was designed as an Expro internal campaign however, following several requests we are proud to share it across the industry in the hope to continue this negative trend.



Health and safety statistics

Overall HSE performance					
2013 – 2014	2014 – 2015	2015 – 2016	2016 – 2017	2017 – 2018	2019
Fatalities	Fatalities	Fatalities	Fatalities	Fatalities	Fatalities
0	0	0	0	0	0
LTI	LTI	LTI	LTI	LTI	LTI
3	4	3	3	1	3
RWDC	RWDC	RWDC	RWDC	RWDC	RWDC
17	13	5	8	11	3
Medical treatment cases	Medical treatment cases	Medical treatment cases	Medical treatment cases	Medical treatment cases	Medical treatment cases
3	2	2	2	5	2
LTIF	LTIF	LTIF	LTIF	LTIF	LTIF
0.21	0.30	0.28	0.34	0.10	0.26
TRCF	TRCF	TRCF	TRCF	TRCF	TRCF
1.60	1.40	0.95	1.46*	1.62	0.70

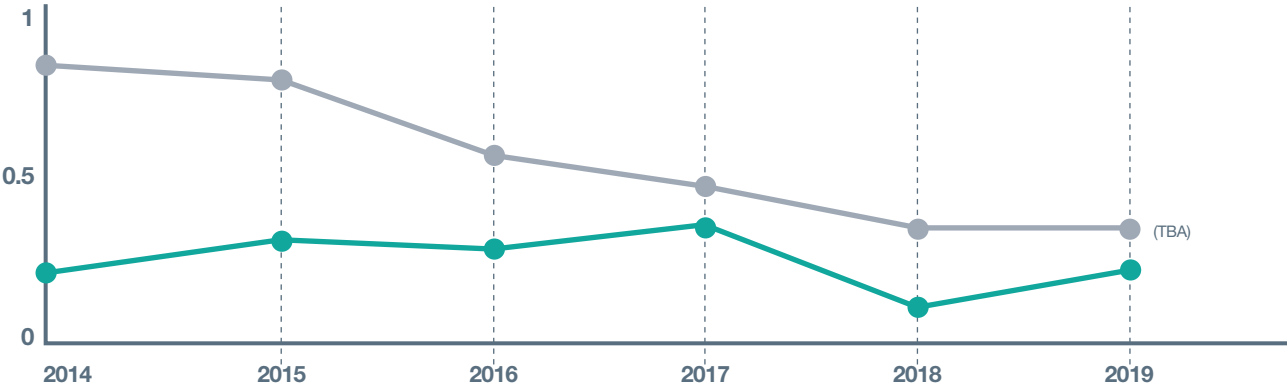
Figures taken from the financial reporting year. This has changed to a calendar year from 2018 onward. * Increase in frequency rate due to 15% reduction in hours worked.

Lost Time Injury Frequency*

Expro maintains its benchmarking ahead of industry average

Expro LTIF = 0.10
IOGP LTIF = 0.35

Figures taken from each financial reporting year



*A work related injury resulting in a person being classified unfit for work the day after the event, expressed as a frequency (per million man hours worked).

Expro's House Rules

All employees and visitors are required to follow the Expro House Rules in order to drive accountability for safety at any work location.



Wear and maintain the appropriate PPE



Always follow safety sign information



Use the right tool in the right way for the job



Keep work sites clean, tidy and obstruction free



Follow procedures, permits and risk assessments



Always wear vehicle seat belts and never use a mobile phone, radio handset or hands-free device while driving



Hold the handrail on the stairs and maintain three points of contact on ladders



Use correct manual handling technique if manual handling cannot be avoided



Never cross safety barriers or enter prohibited areas, unless authorised to do so



Maintain awareness of the work environment around you

Regional HSE

Europe CIS (ECIS)

Countries
8

Employees
1,180



Overview

ECIS continues to work tirelessly to deliver a wide range of initiatives to improve the health, safety and environment of their employees.

A variety of health initiatives included winter flu jabs, blood donations, and mental health awareness sessions, help employees improve their health and to recognise warning signs in others.

Campaigns



Health initiatives

Flu immunisation

110 Winter flu vaccinations provided

81 Blood donations

96 people participated in nutrition consultancy appointments and seminars

Mental health campaign

Education and awareness on how to help look after your mental health.

World cancer day

Colleagues across the region took part in fundraising for a variety of cancer charities.

Over 15 yoga sessions



Safety initiatives

American Petroleum Institute (API) training workshop

2 years LTI free across the region

5 years LTI free

The UK team reached five years without a LIT on 18th June.

12 years LTI free

In November, the Baku team reached 12 years without a LTI

North America

Countries
2

Employees
472



Overview

North America delivers a diverse range of HSE initiatives to colleagues, reflecting the wide range of challenging environments Expro operates within.

Campaigns



Health initiatives

Supported and took part in Special Olympics

Breast cancer awareness session



Safety initiatives

CPR, First Aid, and AED training to promote safety and awareness throughout the region.



Training

Intelligent investigation training

Shark tank
Management held engaging HSE & quality management sessions in Broussard. The team created an interactive element to the meeting through several alternative activities. The final, called Shark Tank, with operations managers presenting their ideas and business strategies to a panel of 'shark' judges'.



Regional HSE

Latin America



Overview

Latin America's HSE commitment has excelled, with the achievement of an ISO recognised safety accreditation, the launch of a new safety initiative, and the continued support of existing health campaigns.

Hand safety awareness

The implementation of a hand safety sticker initiative reduced hand injuries by **50%** across the region.

The campaign highlighted critical scenarios and tools, which are high potential areas for hand injuries.

Campaigns



Health initiatives

Red September
The Brazil team organised 'Red September', carrying out health checks and awareness sessions to educate them about the risks and prevention of disease and keep their hearts healthy.

Pink October
This year the campaign shared one of our employee mother's breast cancer treatment story, to help promote breast cancer awareness, prevention, and women's health.

Suicide prevention campaign
Launched to create awareness of the importance of positive mental health and supporting those around us.

Postural ergonomics campaign

Cancer awareness

Mental health

Stress

Diabetes

Tobacco and heart disease health

Gastrointestinal diseases



Safety initiatives

Family in safety campaign
In October, Expro Brazil's employees, alongside their families, took part in the campaign to integrate the importance of safety for work and family. The day helped to emphasise the responsibility everyone has, not only for their safety but to those around them.



Certifications
Expro Brazil is the first oil and gas service company in Brazil to achieve the health and safety management system certification of ISO 45001.

Middle East and North Africa (MENA)



Overview

MENA delivered a wide range of health and safety initiatives across the region. This year, they introduced an official cross-region committee to encourage teamwork while focusing on health, well-being, and safety. The creation of a combined sport and safety campaign aimed to demonstrate how the importance of safety transfers from everyday life to the working environment across the region.

Sport and safety

The team in Saudi Arabia invited staff and their families along for a day of sport and safety. The event was enjoyed by all and focused on the importance of safety at work and in everyday life.

Campaigns



Health initiatives

Quarterly health and wellbeing campaigns

Four themes shared across the region to inspire personnel.

Blood pressure education sessions in partnership with medical provider Unicare

Awareness of the health effects of smoking can cause

Understanding the importance of sleep

Awareness dehydration of the body

Importance of exercise and a healthy diet

Advice on how to control cholesterol

Weekly social sports

Paddle

Badminton

Volleyball

Table tennis

Tennis

Football



Safety initiatives

Hand safety campaign
Inspired from the It's in your hand's safety campaign, over 60 workers pledged to keep their hands and fingers safe at all times.



Safety training courses

DST school

EXACT tool school

Explosive safety awareness

TCP foundation

Supervisors training

Regional HSE

Asia

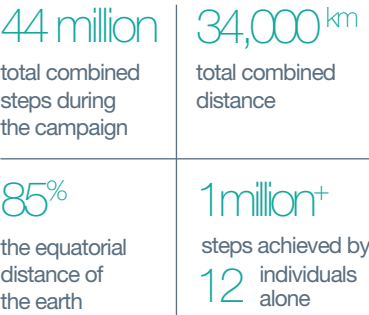


Overview

Asia continues its strong safety culture with a significant accomplishment – 12million exposure hours without an LTI. The region focused on the importance of hand safety thought the year, with over 65 employees pledging to keep their hands and fingers safe at all times.

Walkathon campaign

13 Expro employees across Kuala Lumpur created and took part in a walkathon challenge from October to January to improve their health and fitness.



Campaigns



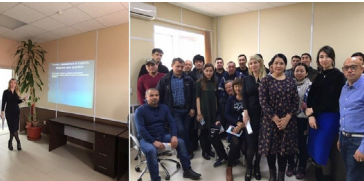
Health initiatives

Health and wellbeing awareness day
In partnership with a local health provider and hospital

Blood donations

World mental health day

Importance of mental health
Over 24 Expro people listened to psychologists and health wellbeing professionals to learn about the risks and prevention approaches to keep their minds healthy.



India LTI free
100,000 LTI free exposure hours and 573 LTI free days since commissioning of the Hollong Modular Gas Processing Plant in India.



Safety initiatives

Awareness of safe driving

Hand safety campaign

Kemaman: 39 pledges

Labuan: 27 pledges

Towards keeping their hands and fingers safe at all times.



Safety training

7 EXACT tool school training was completed in India.

12M LTI free

The Asia region reached 12million exposure hours injury free.
Perth, Australia, reached 2.5 million-man hours since the last LTI event.

Sub Saharan Africa (SSA)



Overview

Sub Saharan Africa (SSA) has implemented a robust programme of activities, focusing on personal health and safety, which has delivered positive results across the region.

Campaigns



Health initiatives

World mental health day and training

In support of World Mental Health Day, the team attended a session with trained experts in Cape Town, South Africa, to talk about mental health issues and disorders, depression, stress management, and how they can play a part in their health and wellbeing.



Suicide prevention awareness

For a second year running, the Expro Algeria team organised and took part in a half marathon.



Safety initiatives

10 years LTI free

In February, the region reached 10 years without a LTI.

Positive intervention awards

Environmental campaigns

Expro is committed to preventing harm to the environment, while promoting environmentally sustainable practices across its global operations.

ECIS



Reduce. Reuse. Recycling.

Instead of recycling our old hard hats, Expro provided a local primary school in Aberdeen with the hats to be used as planters for blubs. The hardhat planters were used as a submission into the Aberdeen City Council bulb competition. They won the best container category, receiving vouchers to enhance the school gardens.



Almaty tree planting

Expro's Almaty team recently participated in an environmental project with a mission to clean the air in Almaty by planting one million trees.



Paperless maintenance

The Takoradi Expro team has moved away from using paper and instead replaced printouts with tablets. The initiative has reduced the team's environmental footprint, paperwork time, and protected our records more safely while removing the clutter that paper brings. The new approach has the potential to save at least 10,000 pages being printed per year



Litter pick

Expro Ringwood worked together to pick litter from their local area. The event coincided with the Great British Spring Clean campaign throughout the rest of the country. Meaning, the project improved the local area and raised awareness of litter picks taking place elsewhere. The main objective was to clean up the local environment and was successful with a bit of effort and teamwork. This new initiative will be continued on an annual basis.

North America



Reusing to help others

In Villahermosa, Mexico, a local town hall has been set up to collect waste items in return for money for wheelchairs, canes, and walkers for those in need and support for cancer hospitals.



HP planet partners

The team set up a recycling return programme for original printer HP ink cartridges and laserjet toner cartridges in Mexico. Meaning these can be reused by the supplier reducing waste.

Latin America



Aid the Chiquitania

This year we saw an environmental disaster in Bolivia, in which forest fires ravaged against the "Chiquitania" forests. The dry forest of the Plurinational State of Bolivia is a biodiversity complex where the Tucavaca nature reserve is located, home to 554 species of animals and more than 55 species of plants. The Expro Bolivia team joined the campaign to aid the "Chiquitania" forest to collect necessary supplies for volunteers to help fight forest fires.



Brazil beach work

Expro Brazil recently installed a protection fence for the sandbank on Macaé Praia Campista beach to avoid people standing in and destroying the local area.

The team introduced a new initiative to minimise cardboard and paper waste to support the environment in



Asia



Cycling team

31 employees from the Balikpapan team get together every weekend to go cycling, often for more than 20km! Some also routinely use their bikes to travel to work. The team took part in an initiative from their local environment agency to campaign the importance of reducing air pollution from fossil fuels and enjoy the environmental benefit of cycling.



Water bottles

Expro Malaysia has issued collapsible water bottles to conserve our environment by complying with the 5Rs for ending plastic pollution – Reduce, Refuse, Reuse, Recycle, and Remove.

The local Indian team supported a tree plantation at Karnala Bird Sanctuary in Panvel Taluka, home to over 222 species of birds.



Mangrove tree planting

The planted trees help protect coastlines from erosive waves. Strong winds can be harvested sustainably and are an essential breeding ground for many marine animals.



MENA



In partnership with the local government, Expro Sattahip personnel arranged and took part in a beach clean a Phala Beach, Banchang, Rayong.



Regional social and community focus

Our values not only drive the way we work, they also influence the range of community programmes we support in the local areas in which we operate.

Across our global operations, we participate in a diverse range of community engagement activities which align with the company's values.



People - skills and personal development

Forging partnerships to enhance the quality of and access to personal, education and training development



Performance - innovation and support

Supporting performance through innovation, academia and sport – with a strong emphasis on young people



Partnerships - environment and sustainable development

Providing community-based support to people and the environment



People – skills and personal development

Inspiring the next generation of children into the oil & gas industry. As part of Father's Day in Brazil, Filipe, our Senior Subsea Operator, visited his daughter, Maitê's, school to talk about his career.



Brenda Graham from the group Engineering team in Stirling UK is an active STEM (science, technology, engineering, and maths) ambassador. Throughout the year, she visited local primary schools to deliver talks to help pupils think more about different career paths and inspire a new generation of future engineers.



Regional social and community focus



**Performance –
innovation and support**

Expro welcomed school pupils to our Subsea Expo stand supporting OPITO Global's 'Your Future Programme.' Industry experts delivered short talks to inspire and increase knowledge of the subsea sector to the next generation.



Continued support of the Young Professionals of SPE Aberdeen

Supporting learning
The local team purchased dictionaries for the children at Afghan Learning Centre aged 5 -16. To help further the development and learning resources. A little goes a long way.



Exploring renewables
Francisco Troncoso, HR Administrator Argentina, joined representatives across the oil and gas industry at the Institute for Formation on Oil & Gas and renewable energy sectors to interact with the postgraduate students.

Go-kart engineering
As part of Expro's commitment to developing our future generation and encouraging engagement in STEM based activities, we supported an Aberdeen local primary school in an annual go kart race. Our support allowed them to buy new parts and refurbish their karts for the race.



Regional social and community focus



Partnerships – environment and sustainable development

For the second year in a row, Expro North America sponsored and participated in the Special Olympics Louisiana sporting clay shootout. The individuals to make up the team were selected from the best Positive Interventions and Stop Work Interventions within the region. Expro also prepared and served Louisiana jambalaya for all participants at the event.



Expro North America sponsored the Dreams Come True event in Louisiana. The full packed activity day helped raise funds for the non-profit organisation Dreams, who support children with life-threatening illnesses.

Our employees in Huffmeister participated in Cypress Assistance Ministries food drive to help provide meals for those who need it over the Thanksgiving period.

In July, 15 Expro employees from the Houston office gave up their time to make up 9,225 meals to feed families in need.



9,225
meals for families in need

Over 80 employees from the Kulala Lumpur Expro office purchased new books for the local Afgan Refugee Centre and General Hospital.

Australia Winter clothing drive collection
The Huffmeister office donated school supplies to Cypress Assistance Ministries to help children start the school year with everything they require.



Helping the homeless
Our Macae base recently collected warm clothing and blankets to donate to local institutions that help the homeless.



Orchid Run & Ride
Our KL team took part in the Orchid Run & Ride, running 12km. The annual event is organised by the Association of Wives and Women Staff of PETRONAS (PETRONITA). To raise funds for non-profit organisations, educate the public on diverse health issues, and encourage them to lend a helping hand to those in need.



Regal Red Run
Expro UK sponsored the Regal red run in Aberdeenshire, Scotland. The event, featuring both a 5K and 10K race, raised over £25,000 for Friends of Anchor a local cancer and haematology charity.



Visiting orphans in Angola
In April, Expro Angola visited the Nazaré Orphanage Centre in Luanda. The centre's school provides care and free education and extracurricular activities, such as crafts and sewing. The team spoke to the centre about the difficulties they face and presented the oil industry's general concepts and some safety aspects that can be used in their daily routine. Several non-perishable foods and school supplies were donated to the girls, provided by the company and employees

In the spirit of giving during the holiday season, Expro supported the Marine Toys for Tots Foundation in Houston. The foundation collects and distributes Christmas gifts to children across the community who might not receive any presents. Between the toys and monetary contributions, the team donated over \$2500.



Over 130 Expro employees across Buenos Aires, and Neuquen gathered plastic bottle caps and paper to be donated to the local Buenos Aires City Childrens Hospital. The collection helped improve the offices' environmental waste footprint and support research and hospital facilities.

Values and behaviours

Expro’s values and behaviours are embedded in all we do. Our employees have embraced our values, developing seven behaviours that drive the way we work.

Communicate effectively

Effective communication is key. We share information and respect everyone we work with

Seek innovation

We inspire and innovate to seek out solutions for every challenge

Partner customers

We build and sustain high value partnerships with our customers and colleagues

Deliver quality

We focus on delivering operational excellence to all our stakeholders

For more employee profiles visit our blog at:
exprogroup.com/media-hub/blog

Embrace teamwork

We work together to deliver an excellent service - we coach and learn from others

Champion safety

We strive to be at the forefront of safety, in everything we do

Be accountable

We take responsibility and pride in our actions



Zaur Ibrahimov
Subsea Assistant Operator, Baku
Azerbaijan

Zaur joined Expro in 2014, shows exceptional hard work and continues to show dedication to his job. He's a Subsea Assistant Operator on the Shah Deniz Stage 2 project, responsible for the maintenance and safe deployment of 15K ELSA-HP EH subsea landing strings. To date, he has been involved in the successful deployment of 13 offshore completions.

Recently Zaur called a Time Out for Safety (TOFS) during a situation where several obstructions were left directly under the Surface Test Tree coflexip hose. A high potential to prevent any monitoring or actions required around the rotary table in the event of an unlatched landing string during the flow back stage. The obstructions were removed, and a suitable barrier was put in place to enable monitoring from a safe distance. Zaur ensured the Surface Test Tree's control lines and the E-line injection hoses would not hang up in any way.



Thanks to Zaur’s attention to detail, a potential safety incident was averted. This act demonstrates an excellent example of Expro’s Champion Safety behaviour. For that, he has been recognised by the client and Expro.”

Andy Sadler
Country Manager, Azerbaijan



Karl Robinson
Cased Hole Operator, Gulf of Mexico
Broussard, USA

Karl started his Expro journey in 1997. Karl’s day to day activities include tool and job preparation, and maintaining Kinley products stock, in fact, he is considered a subject matter expert in Kinley services by his peers. He has demonstrated hard work and dedication, committed to exceeding client expectations. His attention to detail and job execution with precision time and time again, Karl has built a reputation in the Gulf of Mexico and is often requested by name.

Recently he received recognition Chevron: “Just a quick note to pass on a job well done by Karl. Very smooth/meticulous hand that knows his business and does it well. Love an experienced person who makes the job go like this one did. Well done!”



Karl is an excellent asset to our team. His attention to detail and commitment to customer satisfaction is truly what sets Expro apart. He is a wealth of knowledge and a mentor that wants everyone to succeed. Karl demonstrates our Core Behaviours and sets a good example for all.”

John Campbell
Senior Operations Manager,
North America



Michelle Bearb
Marketing and Events Coordinator
Houston, USA

Michelle started her career with Expro in 2000 as a receptionist in Houston and has since held numerous roles, including executive assistant, office administrator, and senior administrator.

In recent years, Michelle began supporting the region and group marketing teams to plan industry tradeshows. Her flair for organising was clear. In 2017 she was promoted to region events and marketing coordinator, where she now has responsibility within North America to deliver all region marketing, trade shows, and events. Also, she retains many of her office management duties, making sure the office runs smoothly. Anyone who has been to the Houston office knows that if you need something done...ask Michelle!






Michelle is a hugely valued member of Expro’s events and marketing team. She has supported the Group Marketing team for many years in delivering our largest tradeshow, OTC. Her energy and enthusiasm are truly infectious and nothing is ever too much trouble. Michelle is an asset to any team she works with.”

Victoria Byers
Global Events and Marketing Lead,
UK

Ethics and conduct

Expro has built an enviable reputation for reliability and integrity, delivered through a clear ethics and conduct policy.

What it means Compliance means doing our business within the principles and spirit of the Expro Code of Conduct. It's inherent within everything we do, ensuring we choose the right way to carry out our duties – every day. It means being honest, trustworthy and reliable, protecting both our individual and Expro's reputation.	Compliance is good business Expro has built an enviable reputation for integrity. We firmly believe that our integrity will have a positive impact on our people, our business, and the societies wherever we are operating. We will only win business and continue to have successful relationships with all of our stakeholders if we can maintain this reputation in everything we do. We can build on the achievements we have made over the past years and will maintain a culture of compliance as well as a programme based on best business practices.	All employees:  complete Expro's compliance training on joining the company  undergo refresher training every two years as part of their learning and development plan
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Policies and directives		
 Anti-bribery	 Conflict of interest	 Business conduct reporting
 Political and charitable donations	 Entertainment and gifts	 Third party due-diligence



For more information on Expro's commitment to corporate social responsibility, please visit our website:

www.exprogroup.com/csr

Expro is proud of its health and safety track record, consideration for the environment, and partnerships with the communities in which we work. Our activities can be followed on LinkedIn, Facebook, Twitter and Instagram.



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