



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.

Contents

Corporate social responsibility – our commitment	4
Our global footprint	6
Health and safety	
Industry recognition and HSE performance	8
Statistics	12
Regions	
Europe CIS (ECIS)	14
North America	15
Latin America	16
Middle East and North Africa (MENA)	17
Asia	18
Sub Saharan Africa (SSA)	19
Environment	
Regions	
Asia	20
North and Latin America, ECIS, MENA, SSA	21
Social and community	
People	23
Performance	24
Partnerships	25
Values and behaviours	28
Ethics and conduct	30

Corporate social responsibility

Our responsibility



Mike Jardon
Chief Executive Officer

As we look back on 2018, I am once again, overwhelmed by the passion and commitment demonstrated by our employees undertaking Corporate Social Responsibility (CSR) activities.

Our people are our key asset and we empower all individuals to work within our communities, helping build them into vibrant places to live and work. We invest in the wellbeing of our people, within a culture of equality and inclusion.

From volunteering at food banks to hiking 10,000 ft, our employees are passionate about CSR. Over the last year, our employees around the world have donated money, time and effort to helping others. This continued contribution is an excellent demonstration of our company values and behaviours in action, and it brings me pride to see this being implemented in our personal lives, as well as in the working environment.

Here at Expro, safety is our ultimate priority. 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.

We are committed to providing safer, cleaner services that creates real value.

Sustainability is integral to delivering our long-term financial objectives and as we develop more and more innovative and smarter technologies for the market, we do so by focusing on reducing our impact on the environments in which we operate.

We've worked tirelessly over the years to build a solid CSR foundation and I am sure that will continue to grow stronger year on year. I very much look forward to hearing of, and being involved in, many more CSR accomplishments going into 2019.

Our global footprint

A global and multicultural organisation

Employees

>4,200

Countries

~47

Nationalities

73

North America



Employees

470

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

Asia



Employees

920

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

Europe CIS (ECIS)



Employees

1,200

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

Latin America



Employees

400

Brazil, Bolivia, Mexico, Argentina, Colombia

Middle East and North Africa (MENA)



Employees

860

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

Sub Saharan Africa (SSA)



Employees

400

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

Health and safety

As a company, we place the highest priority on our commitment to health and safety within Expro



Here at Expro, safety is our ultimate priority. We pride ourselves on having a strong health and safety culture and we set high standards across the company, expecting all our employees and contractors to meet these. We are committed to delivering our products and services in a way that prevents harm to our employees, contractors, local communities and the environment.

Our commitment can be identified in the number of accolades we have received in 2018 from customers and the industry as a whole. We continue to be recognised by the Royal Society for the Prevention of Accidents (RoSPA) with 14 consecutive safety awards since 2005. Our latest award was exclusively 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, including our robust Management of

Change process that risk assesses and mitigates the potential for failure when introducing change into any operation or activity.

Expro also works in partnership with trade associations and professional bodies to improve the level of performance throughout our industry, including Oil & Gas UK and the Oil & Gas Technology Centre.

We pride ourselves on ensuring a high standard of quality to our customers and we're always striving to improve on this even further. In 2018 in Broussard, we achieved API Q2 certification, which is recognised by our clients as the only quality management system standard for the execution of services in the oil and gas industry. This award sets the standard to be rolled out throughout the company and will ensure we are providing the highest level of quality to our clients.

"Expro's continued dedication and commitment to health and safety has once again been recognised by winning this prestigious RoSPA accolade."

Ian Robb, HSE & Service Quality Director

HSE global track record

North America



- Overall**
• 3 years LTI free
- Huffmister**
• 5 years LTI free
- Houston**
• 1 years LTI free
- Canada**
• 13 years LTI free



- Spotlight on new technology**
- OTC 2018, Houston, Texas. Subsea recognised for the next generation landing string (NGLS) technology

Latin America



- Overall**
• 2.5 years LTI free
- Mexico**
• 18 years LTI free
- Brazil**
• 2.5 years LTI free
- Trinidad**
• 21 years LTI free



- Best service company performance Petrobras HSEQ audit
- Safety & Service Quality commendation
- Total, Argentina (Calfrac)

ECIS



- UK**
• 4 years LTI free
- Norway**
• 8 years LTI free
- Kazakhstan**
• 8 years LTI free
- Reading Fluids Analysis Centre**
• 20 years LTI free



- Safety & Service Quality commendation**
- Petrofac/Hurricane, Subsea team
 - BP, Shah Deniz
 - Project management load out excellence (Subsea Aberdeen)
 - Tullow, Jubilee/TEN development, Ghana
 - Wintershall, Maria project
- Safety & Environmental commendation**
- RepsolSinopec, BO7 from Ensco 80
- Total, Safety Award shortlist**
- Well testing team

MENA



- Qatar**
• 2.5 years LTI free
- North Africa West (Algeria, Morocco, Tunisia)**
• 8 years LTI free



- Saudi Arabia client commendation**
- Rigless operations team
- Egypt Client certificate of excellence**
- Well testing team

SSA



- Overall**
• 3 years LTI free
- Angola**
• 5 years LTI free
- Congo**
• 21 years LTI free
- Ivory Coast**
• 17 years LTI free



- Proposal, mobilisation and operational delivery commendation ExxonMobil, Equatorial Guinea**
- Gabon Well Intervention crews: 6,568 interventions and 8.2 million metres of wire ran without any break

Asia



- Overall**
• 10 million man hours
• 8 years LTI free
- India**
• 21 years LTI free
- Thailand**
• 12 years LTI free
- Malaysia**
• 21 years LTI free
- Australia**
• 13 years LTI free



- Chevron commendation "excellent performance"**
- IFAP Safeway Platinum Award 2018**
- Client commendation**
- Petronas, Sepat#1 project

Health and safety



Expro has established and maintained a strong safety culture – it’s at the heart of everything we do. A key driver is our ongoing Champion Safety initiative, which reinforces the value and importance we place on utilising our proactive safety tools.

2006 Winner
OIL & GAS INDUSTRY
Sector Award

2007 Winner
OIL & GAS INDUSTRY
Sector Award

2008 Winner
OIL & GAS INDUSTRY
Sector Award

2009 Winner
OIL & GAS INDUSTRY
Sector Award

2010 GOLD MEDAL
Award

2011 Commended
OIL & GAS INDUSTRY
Sector Award

2012 Commended
OIL & GAS INDUSTRY
Sector Award

2013 Commended
OIL & GAS INDUSTRY
Sector Award

2013 Winner
RoSPA SCOTLAND
TROPHY

2014 PRESIDENT'S
Award

2015 PRESIDENT'S
Award

2016 RoSPA
President's Award

2017 RoSPA
President's Award

2018 RoSPA
President's Award

2005
First entry and Gold award

2006
Oil and Gas Industry sector award

2011
RoSPA Scotland Trophy

2014-18
President's award

Positive Interventions

Positive Interventions are a proven method of avoiding incidents. All employees are empowered to stop the job and consider the 5A process (ask, aware of, agree on, approach, and action).

2018:
42,158
Positive Intervention cards raised

Hand injuries are still a key HSE concern. Situational awareness is a critical factor in these incidents incurring, alongside not following the House Rules or not using ‘Stop the Job’ effectively.

Our new campaign will focus on the following important messaging:

- How serious and irreversible hand injuries can be
- How hand injuries not only impact your working life, but your personal life and the things you enjoy doing
- How important it is to follow safety procedures and look after your hands

The posters are designed to cause intrigue and not look like a traditional HSE campaign. The concept has been based on a clear campaign tagline: ‘It’s in your hands’



Following on from this, we have also created more personal-related posters. This demonstrates the impact a hand injury could have on your personal life; the aspects people may take for granted but are very important to them, such as, holding a child’s hand, playing an instrument or using a mobile phone.

Climate safety survey

Expro continuously drives high levels and standards of health and safety. As part of this commitment, we wanted to hear our employees’ opinions and perceptions around a series of safety specific matters.

5%
overall Expro is performing 5% better than the industry average

82%
think Expro really cares about the health and safety of its employees

83%
praise their line manager for taking onboard ideas to improve health and safety

63%
of employees completed the survey

To achieve this, we launched a safety climate survey in September 2018. 63% of the company took part in the survey and the feedback received is now being used to shape the future direction of health and safety management in Expro. The results show Expro has a good overall safety culture, however there are areas of improvement. Regions are now setting up focus groups in their respective locations to engage a cross section of the workforce to understand the unfavourable responses in more depth and to formulate plans to address these.

Health and safety statistics

Overall HSE performance

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

Expro continuously works hard to reduce our Lost Time Injury Frequency (LTIF) year on year.

Demonstrated by the tremendous hard work and dedication from our employees to reduce this figure, our LTIF rate has dropped to 0.10, compared to 0.34 in 2016-2017.

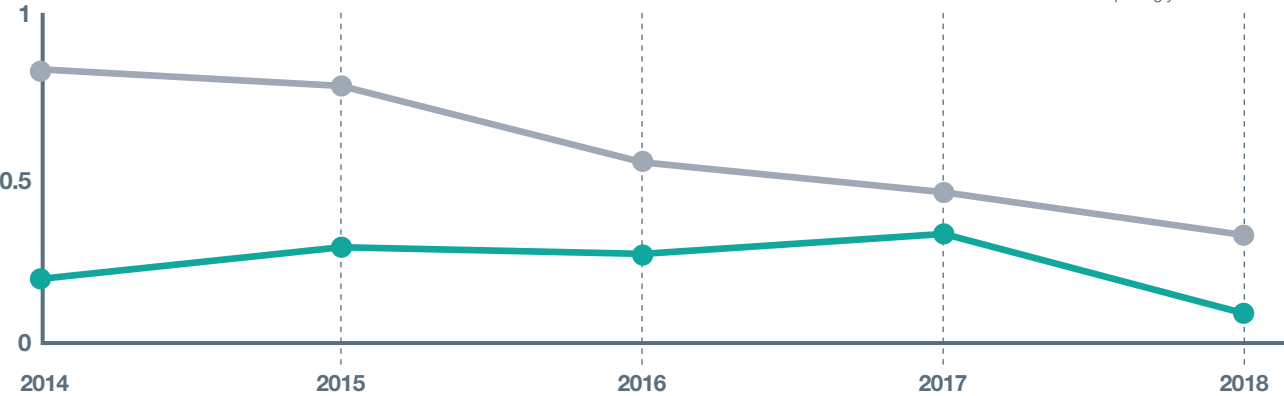
Expro continues to be below the IOGP target, demonstrating the importance of our Champion safety core value which is at the heart of all we do.

Lost Time Injury Frequency*

Expro maintains its benchmarking ahead of industry average

Expro LTIF = 0.10
IOGP LTIF = 0.31

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

Figures taken from each financial reporting year. This has changed to calendar year for 2018

Regional HSE

Europe CIS (ECIS)



Overview

ECIS works hard to deliver a wide range of initiatives to improve the health, safety and environment of our employees.

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



Anniversary

In 1988, 167 workers lost their lives in the UK Piper Alpha disaster. 30 years on, survivor Steve Rae, came to Aberdeen to share his lessons learned and the importance of having a strong safety culture and individually championing safety.

Campaigns



Health initiatives

- Winter flu jabs
- Winter blues
- Colon cancer awareness
- Men's health awareness
- Breast cancer awareness
- Mental health awareness
- Blood donations
- Get fit for summer



Safety initiatives

- Hand safety
- Safety climate survey



North America



Overview

North America delivered a wide range of HSEQ initiatives to improve the health, safety and environment of our employees, which reflects the challenging environments in which we operate in.



Certification



Broussard achieved API Q2 certification, further enhancing Expro's reputation as a quality service provider in the Gulf of Mexico

Campaigns



Records

North America reached 3 years LTI free in April, 2018. 2018 ended with zero LTIs. North America has worked 3,452,511 hours LTI free.

3 years LTI free

3,216,434 exposure hours since last LTI

1,276 days since last LTI



Health initiatives

- Health stations installed in all three buildings at Broussard North base.
- Installation of a nursing mother's room.



Training

- Broussard**
First management led engagement session – improving service quality, improving safety culture and human factor elements of a task.
- Huffmeister**
Drops training
Forklift training

Regional HSE

Latin America

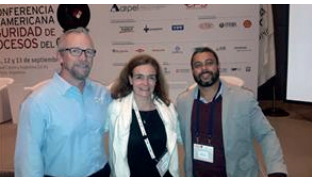


Overview

Latin America has developed an extensive range of health campaigns along with a process safety conference in Argentina which has helped embed the ‘safety first’ culture across the region.



Presentation



At the Latin America Conference on Process Safety in Argentina, Expro’s HSE Specialist, Cecilia Sanchez, delivered a presentation on “a combined approach to achieve and sustain safety”. Fabricio Lima and Stuart Paterson highlighted key areas to focus efforts in LATAM and reinforced that “nurturing a safety culture is a never ending process.”

Campaigns



Health initiatives

- Women and Men’s health awareness
- Health campaigns and active breaks
- Postural campaign
- Health monitoring



Celebrating one year of the first Well Test Services (WTS) operation in Argentina

On Sep 24th, 2017, the team mobilised the first Frac Flowback operation in Argentina, since 2010 when WTS operations were halted. After one year of operations, the team can celebrate high Service Quality and HSE performance delivered to one of the most exigent customers in the region. There is now two complete Flowback sets operating under the contract and more opportunities are in the pipeline, which will continue to support the growth of WTS business in Argentina.



Safety initiatives

- Champion safety core behaviour awareness
- Manual handling training
- Internal auditors training
- Emergency brigade training for emergency responders
- Core behaviour awareness:
Our facilities in Brazil undertook a safety campaign with the primary aim of stimulating risk perception and enhancing engagement of “Champion Safety” as a core behaviour. More than 192 employees in Brazil took part in this campaign and a safety captain was selected to promote HSEQ culture for three months, ensuring an improvement in the quality of our positive intervention cards, improvement in the workplace environment, and the development of a deeper care between the workforce to look out for each other.

Middle East and North Africa (MENA)



Overview

MENA continues to have a strong focus on delivering safe driving initiatives. This year the region has been working with operating companies in Egypt using the seat belt convincer to raise awareness of the impact when travelling at low speed, and looking at the ramifications for higher speed impacts. The initiative looked primarily at Expro’s driving rules and behaviours, seat belt history and types, the importance of wearing a seat belt and the opportunity to try out the seat belt convincer.

Campaigns



Health initiatives

- Understanding stress awareness
- Awareness of scorpion sting
- Awareness of dehydration of the body
- Health campaigns - for all employees to check cholesterol, blood pressure and glucose
- Health monitoring
- Fasting healthy
- Diabetes campaign



Safety initiatives

- Forklift certification
- Supervisor soft skills training course
- Project management training



Car safety



The Expro team in Algeria implemented a fleet tracker, which provides the position of any car through an electronic chip. Given the risk of hi-jacking in the region, this tracker can provide information on cars in real-time and give exact locations. It can also be used to show any speeding or excessive braking.

Seat belt convincer training in conjunction with ENI:

448

attendees for the theoretical sessions

106

attendees for the practical sessions

Regional HSE

Asia




Overview

Asia’s strong safety culture resulted in a major accomplishment for the region - 10 million manhours without a LTI. This was complemented by an IFAP safety award and range of other accolades, including a number of customer commendations.

LTI free years per country:


13 Australia	20 Brunei
21 India	8 Indonesia
21 Malaysia	12 Thailand

Campaigns

- 


Health initiatives

 - Flu jab awareness
 - Stroke prevention
 - Dehydration awareness
 - Men and women’s health
 - Oral health
 - Text and neck awareness
 - Office break awareness
 - Managing stress
 - Ramada health, food and drink medical check up
 - Defensive driving and basic first aid for road accidents
 - Mercury awareness
 - Heat stroke awareness
 - Ergonomics in the workplace

- 

Safety initiatives

 - Management led safety engagement sessions
 - Emergency response drills
 - Hand safety initiatives
 - DROPS pre-task checklist and prevention initiatives
 - Songkhla maintenance CHSE deliver service training



Health at work day

Expro’s Kuala Lumpur office organised a health at work day for all employees to get their blood pressure, glucose and cholesterol levels checked. The aim was to identify any early signs of illness. The second part of the day was a talk by a psychologist on understanding stress and strategies for counteracting the effects.

Sub Saharan Africa (SSA)



Overview

SSA has implemented a number of HSE campaigns, with a strong focus on personal health and safety, which have delivered positive results across the region.



Positive Intervention

SSA recently exceeded 10,000 Positive Intervention (PI) entries in 2018. This is the highest entry per headcount ratio in Expro and clearly demonstrates excellent PI participation in SSA and the region HSEQ plan. A specific KPI for PI has now been introduced, to drive participation in the scheme.


10,000+ Positive Intervention entries

Campaigns

- 

Health initiatives

 - Breast cancer awareness
 - Prostate cancer awareness
 - Ebola awareness
 - Alcohol awareness

- 

Safety initiatives

 - Hand safety campaign
 - Air hose connection presentation
 - Intelligent investigation training
 - API road map training
 - Subsea Delivery quality interactive workshop



Safety milestone



The SSA region achieved an important milestone - three years LTI free.

While this LTI-free period is a record achievement, the region will continue to use the HSEQ plans to underpin further success. One of the key aims is to ensure employees in the region take an additional pause to assess and understand the hazards and risks in our tasks and operations, as well as risk assessing and managing change.

Regional environmental initiatives

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

Asia



Recycling

Employees in Asia attended an environmental protection awareness presentation, with the aim of better understanding waste segregation and the different categories. Employees also took part in transforming plastic bottles into blankets, in conjunction with the NGO – Tzu Chi Foundation of Malaysia, who then gave the blankets to those who needed them the most.



Environmental initiatives

- Disposal of hazardous waste through CPCB approved vendor
- In-house training to avoid spillage of hydrocarbon
- Use of separate colour dustbins for waste segregation
- Use of gas generator to reduce CO₂ emission and use of diesel in case of emergency
- Yearly tree-planting program as green environment initiative
- Participation in the one million tree program by submitting three of seed plants Bhumyamca
- Green plants in the office
- Energy saving LED spotlights have been installed in the workshop
- Water conservation project improving the water piping to prevent water leaks



Planting activities

Expro Balikpapan had the pleasure of learning about mangrove plants, as well as helping plant 500 of the seedlings together with the Local Environment Agency. The area was also littered with plastic waste, so our volunteers worked hard to clear this up and create a better environment for the new seedlings to thrive.



Beach clean

Employees from our Kuala Lumpur office worked together to clean up a beach at Port Dickson. The employees were divided into four teams – the black team were in charge of collecting unrecyclable items, the blue team collected aluminum, the green team collected plastic and the brown team collected branches.



North America



Recycling

Expro Broussard launched an environmental initiative to remove Styrofoam cups for hot and cold drinks, positively impacting on recycling costs and the environment.



Ergonomics

An ergonomic audit was conducted, resulting in the upgrading of office lighting to LED, which resulted in improved brightness, improved efficiency and reduced costs.

SSA



Area improvements

Our team in Egypt improved the well test environment; repairing and improving drainage, walls were repaired and new tiles were replaced with non-slip ones. Pressure test bay wall layers were checked, repaired and replace. The light system was updated with more environmentally friendly options increasing visibility in the bay and the existing alarm system was repaired to avoid human interaction inside the test bay during tests.

MENA



Environmental initiative

The MENA region has been working as part of the SAWCOD environmental initiative to protect the environment. The printers in the office have been changed to draft quality and double side printing as default. New ozone friendly refrigerant gas is now been used in the air conditioners.

ECIS

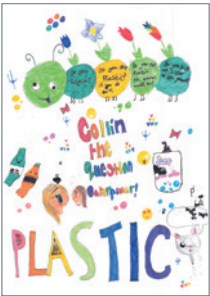


Energy certification

The UK successfully achieved the ISO 5001 energy management certification. A number of our sites in the region were involved in initiatives to reduce water, gas and electrical usage, recycling, and encouraging employees to switch off equipment when it is not in use.

In Norway, our sites have been working with the Government on ways to reduce chemical waste control.

Our offices in Aberdeen have been working with Airyhall Primary School to design posters for displaying on our recycling bins.



Latin America



Environmental awareness

A campaign took place to increase our employees' environmental awareness, tailored to local actions which would have an impact in operational environments, to better understand natural resource usages, pollution control, reducing our environmental impact and improving our footprint. Three suggestions were implemented which resulted in:

- Energy consumption per employee rates reduced by 37.7%
- Water consumption per employee reduced by 11.66%
- Resulted in ISO 14001:2015 accreditation in September 2018



Planting activities

Expro Mexico held an initiative to plant 200 trees on an adopted park, at a property near the Expro base. In Colombia, employees planted trees and plants at the Expro base.



Recycling

In partnership with the environmental agency, SERNAPAM, Latin America improved its recycling collections of paper, cardboard and lithium batteries. In Mexico, our employees continue to participate in the Hewlett Packard (HP) Plant Partners campaign which facilitates the return and recycling services for ink and toners cartridges and SERNPAM electronic recycling.

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



Expro Nigeria set up a scholarship award for undergraduates in the local community. This initiative allowed sponsorship for one graduate to undertake skills acquisition training and offered eight more students support in their educational development.



The Expro team at the Fluids Analysis centre welcomed 18 guests from the Society of Petroleum Engineers (SPE) Young London section, with an exclusive tour of the PVT lab and talks from our experts. This is the sixth year the team have worked with the SPE.



Expro Broussard welcomed engineering students from the University of Louisiana, showing them our facility, technology, processes and sharing work experience with our future industry leaders.



Expro Kazakhstan was thanked for its participation in the Government Youth Program and Youth Career Festival, where graduates and students met with company representatives to discuss any work concerns, and receive advice and feedback on their CVs. As a result of this collaboration, two students have joined Expro in well test and quality management.

Regional social and community focus



Performance – innovative and support

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



Expro Algeria sponsored the wikistage event organised by the young and dynamic AL-Kindi Physics Club of the Blida University. Saad Dahled spoke about social innovation during the science and knowledge day promoting a positive mental attitude.



A group of employees completed the Fire Service Three Peaks Challenge. Together they conquered the three highest peaks in Scotland, England and Wales. Climbing over 10,000ft, walking over 20 miles and driving over 500 miles...all in under 24 hours. Not to mention on the hottest day Scotland has seen in over 100 years!

The team raised an amazing £13,000 which was split over three charities: Cancer Research UK, International Aid for the Protection and Welfare of Animals (IAPWA) and The Fire Fighters Charity.

10,000 feet climbed | 20 miles walked | 500 miles driven | £13,000 raised for three charities

Employees and their families from our Ghana office – sponsored and participated in a 5k run/walk organised by an NGO named 'RFCA Ghana' for the 4th time. The event brings hundreds of enthusiastic participants of all ages, from all walks of life, to raise awareness, celebrate survivors and support the fight against breast cancer. Expro raised \$3,000 which was donated to hospitals to help treat breast cancer patients and the event is a great way to raise awareness of the disease in the region.

\$3,000 raised for cancer patients



206 kilometres cycled

Eighteen Expro employees took part in an incredible challenge, cycling 206km across Ghana, from Accra to Takoradi. They cycled for two days, over roads that are challenging for vehicles to travel on, let alone bicycles.

Combined with bad weather conditions, it was no easy feat! But the team demonstrated that with adequate planning, good risk assessments, and a capacity to manage problems as they occur, they were able to achieve this challenging goal.



Partnerships – environment and sustainable development

Providing community-based support to people and the environment



Expro partnered with an Aberdeenshire primary school to donate £1,500 of interactive learning technology – bringing learning to life for nearly 450 school pupils.

Strathburn Primary School in Inverurie launched its 'Coding Club', which focused on building the knowledge and skills of coding in order to deliver the next generation of digital creators.

Expro's funding supplied Lego WeDo 2.0 sets that allow the children to design, build and control their devices to complete a range of science, technology, engineering and maths (STEM) challenges. Apple Parrot drones were used by the older children to programme flight paths, manoeuvres and even aerobatic tricks to complete challenges.

Expro Asia HQ organised a Tie-Dye Workshop at the Afghan Learning Centre. 17 Expro employees and 70 students from Afghan Learning Centre participated. Each student was given one white t-shirt and dyed their own t-shirts.



Our South Africa team celebrated Mandela Day by volunteering at a homeless shelter, providing soup, bread, blankets and toiletries for the homeless.



Our MENA office collected food and donations kind hearted employees which were distributed to more than 60 children.



Expro organised a book drive with employees donated some of their preloved books for the ward library in KL general hospital.



Expro's Dubai office organised a sports day for 100 Afghan children.

Regional social and community focus



Partnerships – environment and sustainable development

Providing community-based support to people and the environment

Expro sponsored Airyhall Primary School for the Green Power Goblin Car Race held at Alford Transport Museum. The Green Power challenge uses the excitement of motorsport to inspire young people to excel in STEM.

The sponsorship enabled the school to design and build two battery powered cars which were raced against 40 other schools from around Aberdeen. The cars were judged for their appearance, as well as, their racing capability.



Our employees in Houston bought toys for the Marine Toys for Tots Foundation, who distribute the Christmas gifts to children who might not receive a present on Christmas morning. The primary goal of Toys for Tots is to deliver a message of hope to less fortunate youngsters that will assist them in becoming responsible, productive, patriotic citizens.



Expro volunteered at the Houston Food bank, cutting up fruit and vegetables and preparing meals for underprivileged people in Houston.



Expro Ghana organised a Christmas party for New Amanful community children in Takoradi, Ghana. This is an annual event to help school children in the community with food and drinks, aiming to add value to under privileged families.



Employees in Huffmeister donated gifts for children and teenagers, as well as collecting food items for families. The charity they supported, CAM, ensures children from disadvantaged families in the Cypress area can experience the joy of opening present on Christmas morning.

In countries where motor vehicles are luxuries and where public transport is not always available, being able to move around with a bicycle has a tremendous impact on people's lives.

Our employees in Ghana helped students of Cape Coast University by offering 10 bicycles and associated safety gear to improve their mobility. The same quantity of bicycles was made available to Takoradi staff to improve both their mobility to and from work, but also for their health.

10
bicycles were provided to students



Wireless Wells personnel tucked into home-made cakes and made £210 in donations for the Macmillan charity.

Expro donated £1000 to help Talia get a 4 x 4 wheelchair. Since birth, Talia has had a severe disability called Cerebral Palsy. This disability has meant that Talia has been in a wheelchair and has had very little mobility. The 4x4 wheel chair will give Talia a little more freedom in her life.

£1,000
was donated for the wheelchair



Expro employees in Cape Town joined forces with a nearby school volunteering after-school mentoring sessions with the children. The team handed out “Santa shoe boxes” that contained stationary, school socks, and toiletries.

The main objective was to give underprivileged children motivation by having mentors speak to them and provide items that would make their lives a little easier and hopefully help them aspire to a better life.



Expro joined this year's Aberdeen Energy Fives football team raising money for Cash for Kids, who aim to make a real difference to the lives of children and young people across Aberdeen and Grampian. The team won the Champions' League Group undefeated at the National Business Five-A-Side Tournament.



Our team in Algeria organised a semi marathon (10 km). 15 Expro employees participated and highlighted their determination and during 2019 they plan to extend this event to other partners.

Expro Ghana, in conjunction with the Rotary club of Accra Sunrise, sponsored the refurbishment of the dining hall at the Accra Rehabilitation Centre. The centre provides technical and vocational training to empower students with special needs with the requisite skills to avert begging on the streets and reduce unemployment.

The roofing of the dining hall was leaking severely and the dining hall was in a deplorable state. Employees helped create a hygienic environment for the Centre to serve the students with clean and healthy food.

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.



Jude Boudreaux
Senior Service Quality Supervisor,
North America
Broussard, USA



Jude's role as Senior Service Quality Supervisor sees him actively involved in the progression of our people through the company's competency program, helping lead them to achieve their fullest potential. This plays a key role in our service delivery and quality of service given to our customers.

With over seven years' experience working for Expro in operations, Jude has gained a clear understanding of the goals of Learning and Development, and is an advocate of the Deliver Service initiative.

Leading the API Q2 certification of the Broussard, LA base, Jude's performance has had a global impact for Expro. His hard work

has now set a standard which can be applied to any base within the company, allowing Expro to compete at a certified and recognised level of performance, giving us an advantage in the market place against our competitors.

Expro Broussard is delighted to have gained their API Q2 certification and we are looking forward to sharing best practice and our experiences with other Expro locations



Fraser Shand
Operations Supervisor,
ECIS
Aberdeen, UK



Fraser joined Expro in 2005 and worked in various subsea positions before joining the operations team in 2011. In his current role as Operations Supervisor, Fraser has worked with many clients to ensure all operational requirements, from planning through to design and finally deploying the systems offshore, are delivered in a timely manner and within the customer's schedule. During the last few years, Fraser has predominately focused on large abandonment campaigns, but will also take on more E&A development wells projects due to the increase in activity in 2019.

After spending a number of years as a valuable member of the workshop

and operations teams, Fraser noticed there was no process in place for the inspection and re-use of many items which had previously been used as consumable, single-use items, such as stainless steel fittings, manifolds and gauges. Submitting his idea to UK management, a position has now been identified to cover all Aberdeen bases to ensure the reduction of single-use items which will make a huge impact on the environment in which we operate.

Fraser enjoys spending time with his wife and son outside of work. As a sporty family, Fraser's son has taken a shine to golf, allowing Fraser to spend even more time on the course!



Josly Sethumadhavan
Adminstrator co-ordinator,
MENA
Doha, Qatar



Josly has worked with Expro for over 13 years, developing her skills in HR, administration, logistics, procurement and finance. As part of her current role as Administration Coordinator, Josly is focused on always delivering the best quality of work with zero customer complaints and timely responses to both internal and external customers.

During her work with well test clean-up and DHV equipment, Josly was the only employee providing administrative support, and she built excellent working relationships with clients and suppliers by mobilizing personnel and equipment in a timely manner to ensuring the projects ran on schedule.

Her roles within the company have varied over the years and Josly has demonstrated a clear ability to learn and tune her skills accordingly for the challenges. She took on the challenge of organizing and project managing our attendance at various trade shows including SAOGE, ADIPEC MEOS and WPC.

Expro Qatar has only 39 employees which is a relatively small number, so being a small team we all care deeply for each other and work as a cohesive team



Steven Williams
Senior Operations Coordinator,
Asia
Canning Vale, Australia



Steven started his Expro journey 12 years ago as an offshore technician. Steven has worked his way up the career ladder and is now Senior Operations Co-ordinator and an integral part of the onshore management team in Australia. His role is very diverse as he assists in the delivery and execution of all projects in Australia and New Zealand.

Navigating his clients' requests and demands, Steven always deals with challenges in a professional and calm way. He ensures efficient systems are provided for effective liaison with customers, to ensure a quality service is provided and any quality requirements for specific clients are met. Steven played an

instrumental part with a new client in Australia, ensuring we met all the client's requirements, answered any questions, and actioned tasks efficiently, to ensure a high standard of customer service. Steven's role in this project was extremely valuable and as such, we have now received repeat business and possibly three new campaigns in the coming years.

Steven works extremely hard to develop strong relationships with our customers.

My love for competition helps me to succeed and to always deliver the best I can

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



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



Embrace teamwork
We work together to deliver an excellent service – we coach and learn from others



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

Ethics and conduct

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

<p>What it means</p> <p>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.</p>	<p>Compliance is good business</p> <p>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.</p> <p>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.</p>	<p>All employees:</p> <div></div> <p>complete Expro's compliance training on joining the company</p> <div></div> <p>undergo refresher training every two years as part of their learning and development plan</p>	<p>Policies and directives</p> <div><div><div></div><p>Anti-bribery</p></div><div><div></div><p>Conflict of interest</p></div><div><div></div><p>Business conduct reporting</p></div><div><div></div><p>Political and charitable donations</p></div><div><div></div><p>Entertainment and gifts</p></div><div><div></div><p>Third party due-diligence</p></div></div>
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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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