

**SOCIAL**

Thank you for exploring this section of our 2022 Sustainability Review.

To see our entire global approach download the full document.



PERFORMANCE

# Driving change through activities and achievements

We strive to be a safe, diverse, and inclusive people-focused company that positively impacts local communities and society.

SOCIAL

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**Our Strategic Aim**

To build and support a collaborative culture where ideas, resources and actions can be shared across Expro.

**Our Purpose**

To be a safe, diverse and inclusive people-focused company that positively impacts local communities and society.

**Our Three Pillars:****ORGANIZATIONAL CULTURE**

Our culture is the essence of who we are. At Expro, we have a strong and thriving culture that we seek to continuously strengthen and improve.

It is important that every member of the Expro team feels that they have a voice and are able to make constructive suggestions to constantly improve our working environment.

**DIVERSITY & INCLUSION**

It is important that our employees feel comfortable in a respectful, supportive and inclusive working environment; where differences are valued and all employees feel that they have a voice to make positive suggestions to enhance our working environment, customer satisfaction and business success.

We must value and continue to progress our diverse employee community and inclusive culture.

**CORPORATE SOCIAL RESPONSIBILITY (CSR) & WELLBEING**

Across our global operations, we should encourage participation in diverse community activities which align with our values of People, Partnerships, Performance and Planet.

From tree planting to supporting those less fortunate, we are proud of the work we have put back into our communities.

**How We Are Advancing This Strategy:**

Our cross-company Social committee helps to champion our social efforts. This team acts as a conduit for the broader employee community to gain input and perspective to ultimately support in enhancing our culture.

This year, our Social team has been active in collaborating and networking, providing Quarterly updates on activities across the regions, and sharing of CSR and Wellbeing initiatives.

The team shares ideas and best practice to support and encourage participation in global and regional initiatives.

This cross-Expro approach has built momentum around these initiatives, helping to capture and celebrate examples of activities that develop our Citizen of the World culture.



**Citizen of  
the world.**

# Expro Together: Our Corporate Social Responsibility

**An important part of our commitment to being a citizen of the world is being a good neighbor, working in partnership to support the causes and people that matter in our local communities.**

Honesty, transparency, and accountability lie at the core of this citizenship. Together with our people and local communities, we take steps to reduce the impact of our operations and positively contribute to the environments in which we operate.

Our interest and commitment merge with our responsibilities towards these communities. Together with our people, we are focused on operating sustainably with integrity and credibility.

We are proud of the wide range of activities that our teams across the Expro world stage in support of charitable causes and volunteering initiatives.





**Celebrating Houston's First-Place Cooking Skills**

The team won first place in the Fin category at the local AADE Fin, Feather, Fur Food Festival, with proceeds going to the American Association of Drilling Engineers' petroleum energy education programs.



**Argentina – University Visits**

In Argentina we support internships, working with universities and tertiary schools, providing young people with the knowledge and tools to join the labor market and getting to know Expro. These partnerships involve forums, talks, events, online workshops, and student visits, helping prepare new professionals for the world of work.



**Earth Day**

Ahead of Earth Day, our team in Lafayette supported the local University of Louisiana's Fête de la Terre celebrations. The activities included yoga classes, tree plantings, litter pick-ups, bike rides, hikes, and sessions for students to learn about sustainable careers and practices.



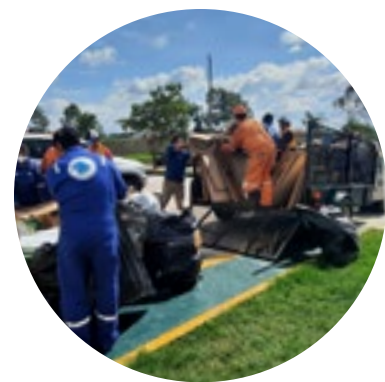
**Engineering The Future**

In Lafayette, the team spent the day with a local college, sharing information about engineering practices, with opportunities for students to meet companies across different industries.



**Gift Giving For The Children Of La Cira, Pompeya**

Our team in Colombia supported the children of La Cira, Pompeya by donating various gifts for them to enjoy.



**Reciclaje Movil Tabasco**

Our local suppliers, clients, and the community joined to support Reciclaje Movil Tabasco, a recycling campaign in Mexico. The team collected materials, including cardboard, plastic, electronic equipment, batteries, books, cans, wood, and paper.



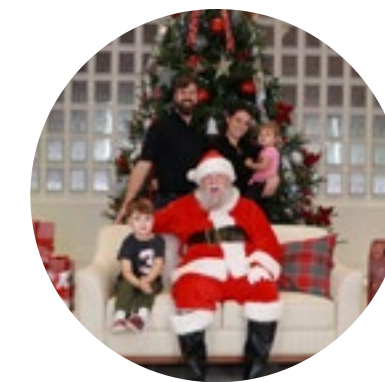
**14th Annual FranksGiving Event**

The annual FranksGiving event this year provided a complete Thanksgiving meal kit to over 250 families in the Lafayette and Houma area. Our team spent the afternoon putting the kits together and making deliveries.



**Ecuador Turtles**

Our team in Ecuador donated items to local school volunteers who care for marine turtles throughout egg-hatching and transition to the sea.



**Cookies With Santa**

In Lafayette, the team organized an afternoon for everyone and their families to enjoy cookies, coloring and games with Santa.



**Expro Takes Over St. Joseph's Diner**

Volunteers in Lafayette spent over 180 hours preparing and serving free lunch meals to support those in need.





### Coat Drive

Across the Houston office, people cleared out their closets, donating coats, jackets, and blankets to the Star of Hope charity as part of their campaign to support the homeless community throughout the colder months.



### Toy Donations

Giving back to the local Small Steps Nurturing Center, in Houston, the team gathered lots of toys to help stock the center's new area where volunteers can play one-on-one with the children.



### Celebrating World Environmental Day

The Argentina team collected paper and plastic lids to make and sell gifts, with the donations going to the local Garrahan Children's Hospital.



### Celebration Of Emancipation Day

Our team in Guyana all wore their traditional attire to the office to celebrate Emancipation Day.



Introducing our Expro Brazil TRS Team

# CSR: Europe And Sub-Saharan Africa (ESSA)



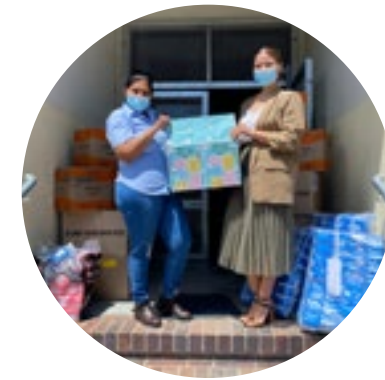
### Plastic-Free In Mozambique

The Mozambique team and 20 student volunteers from the local university launched a plastic-free campaign, #EnvironmentFriends, collecting over 300 kilograms of trash.



### The Big Essa Litter Pick

Across the ESSA region, teams supported World Habitat Day by participating in the Biggest Clean-up Challenge to give back to their local communities.



### Supporting Girls In South Africa

Thousands of girls miss more than 500 school days throughout their lifetime in South Africa, due to a lack of affordable sanitary products. The generous team in Cape Town donated supplies to the girls at their local school, Elswood School.



### International Women's Day

As part of International Women's Day, the team in Angola showed their support to the local Sagrada Women's Center by empowering local women with self-sufficiency skills. They donated sewing machines and materials, stationery, schoolbooks, and food items.



### International Children's Day

In support of International Children's Day and African Children's Day, we planted trees and donated food, stationery, and gardening tools to two local centers in Angola.



### Working With Universities In Azerbaijan

In Azerbaijan, our team invited engineering students from local universities to visit our worksites to learn more about Expro's operations and how we support the global energy industry.



# CSR: Europe And Sub-Saharan Africa (ESSA)



### Macmillan Coffee Morning

Across Aberdeen, our people baked cakes and made donations raising over £706 for the local cancer support charity, Macmillan.



### Ghana Tree Planting

As part of our aim to reduce our carbon footprint, the operational workers in Ghana spent a day planting trees across their base.



### The Importance Of Road Safety

To help prevent incidents and spread awareness of the importance of road safety, the team in Mozambique delivered an educational session with the local traffic police to over 500 students.



### Student Educational Day In Aberdeen

The Group Competency Assurance team hosted three training sessions as part of a long-established relationship with a local university. The students were provided a tour of the facilities and an overview of Expro's role across the industry.



# CSR: Middle East And North Africa (MENA)



### Blood Donations In Algeria

To support the local hospital's needs, our Algeria team organized a blood donation campaign at the Hassi Messaoud Expro bases.



### International Men's Day - Movember

In Dubai, the team organized an event to raise awareness of prostate cancer and general health issues. Everyone that took part received a pin sourced from Al Jalila Foundation, with proceeds going to the charity's mission of supporting medical treatment for individuals unable to afford quality healthcare, providing medical scholarships, and supporting research addressing health challenges prevalent in the region.



### Catwalk

Our team members in Saudi Arabia walked seven kilometres as part of the campaign to raise awareness about our interconnected wellbeing and the plight of the seven big cats; leopard, lion, tiger, jaguar, puma, snow leopard, and cheetah.



### Reducing Plastic

In Dubai, the office ordered personalized water bottles and mugs for everyone to cut down on using single plastic and paper items.



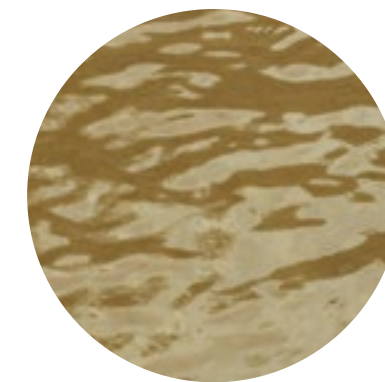
### Eid Al Adha

We arranged for 20 orphan children in Saudi Arabia to spend an activity-filled day at Chuckie Cheese so that they could celebrate Eid Al Adha.



### Re-Potting

Instead of throwing out old hard hats, the team in Egypt re-used them to plant flowers around the base.



### Supporting Flood Victims In Pakistan

The Saudi Arabian team raised 3,000 USD for those whose lives were affected by Pakistan's worst flood in history, with many people losing their houses and sources of livelihood.



# CSR: Asia Pacific (APAC)



### Tree Planting In Brunei

Together with our customer in Brunei, we planted more than 100 trees in one day to support the country's climate change policy. This initiative will aim to plant 500,000 trees by 2035.



### Blood Donations In Brunei

In response to the nation's demand for blood, Expro Brunei held a blood donation campaign in partnership with the Blood Donation Centre. The event generated a great turnout from our people, customers, and business partners.



### Festival Of Lights - Diwali

Five days of celebrations took place in India to honor Diwali. The events included good food, fireworks, and special candles and lamps.



### Eid Open House

In Malaysia, we invited customers, employees, and suppliers for an open house to celebrate Eid al-Fitr.



### Holi Festive Celebrations

Holi is celebrated in India to welcome Spring and bring new beginnings. As part of the day, the team celebrated with colors based on the legend of Lord Sri Krishna.



# Bringing Light To The Orang Asli; A Malaysian Solar Panel Project

As we continue to develop our ethos as true Citizens of the World, we appreciate the importance of being a good neighbor in the areas in which we operate.

In Malaysia, indigenous people known as the Orang Asli often live in rural or remote areas that lack access to electricity.

A source of light can be critical in sustaining the future of indigenous communities. Expro, in collaboration with the organization Sols 24/7, embarked on a long-term environmental, social, and governance program to install solar panels for 23 homes in the Orang Asli village of Kampung Langkap, Tanjung Ipoh in Negeri Sembilan. The village is located more than two hours from Kuala Lumpur.

The installation program began in November 2022, with 12 Expro volunteers installing the panels and conducting interviews with community members. The interviews aimed to gather census data to better understand the demographics of the families, including the number and composition of households, and to confirm that the solar panels would meet the needs of the community.

The volunteers faced several challenges, such as transporting the panels and installation equipment through rough terrain to the isolated homes. Some homes were extremely difficult to access. This meant our volunteers had to navigate tough trails in extreme weather conditions.

Despite these challenges, we were proud to support such a significant project, which was a huge success. The volunteers were able to install the solar panels, bringing additional light to the community to preserve it and help it prosper for years to come.

The installation of the solar panels in the indigenous village brings immediate economic and social benefits. Extra light improves the quality of life and allows productive time to increase by four hours a day. It also sets the foundation for a brighter future.

With access to reliable and clean energy, indigenous children can continue their studies after sunset to help improve their academic performance. Adults can earn an additional income due to extended working hours, and households can save money and invest in other necessities or opportunities.

Clean energy from the solar panels also helps preserve and enrich traditional cultures, creating an inviting environment for gatherings, celebrations, and storytelling, fostering a sense of community and belonging.

The project is an important step towards ensuring the future well-being and prosperity of the Orang Asli people and we are proud to be a part of it.

**23**  
homes supported  
through the project

**four**  
additional productive light  
hours added per day



## Diversity As A Competitive Advantage

### Diversity And Inclusion

At Expro, we strive to be a safe, diverse and inclusive people-focused company that positively impacts local communities and society. We recognize the importance of diversity at work and the benefits it can bring to the organization and its people. However, diversity is only half of the story. The other half is inclusion: building a work environment in which people feel valued for who they are, bring their whole selves to work and contribute fully. In an inclusive work environment, people with different backgrounds, religious beliefs, sexual orientations, ethnicity and other differences feel like they belong.

We strive to provide for the equal treatment of all employees, job applicants and associated personnel regardless of race, color, nationality, ethnic or nation origins, sex, disability, age, religion or belief, or any other factors prohibited by law. We aim to create a work environment free of harassment and bullying, where everyone is treated with dignity and respect.

Diversity and inclusion are important to our current and future success by providing varied experiences, ideas and insights to inform decisions, identify new approaches and solve business challenges. Our goal is to put the right people forward to do the right work for the right customers, in the right places, attracting, retaining and nurturing a talented and diverse workforce to turn our growth ambitions into reality.

We want to regularly improve our approach to diversity, equity and inclusion and, during 2022, we established a partnership with a provider of online learning materials which will be embedded within our learning and development platforms during 2023. This will help to widen learning opportunities for employees and support our commitment to this important area of culture development.

It has also been a focus of Expro's Social Working Group, as we have encouraged and progressed activities that have promoted an inclusive approach to health and wellbeing, community activities and cross-company collaboration.



### Employee Training And Development

We demonstrate our commitment to our values through our employee development initiatives. We invest in our people through learning and development programs that reinforce and update existing skill sets, and which develop employees' competencies into new and complementary areas of expertise.

Employees are empowered to drive their career progression through various learning platforms to facilitate achievement and career progression. A key tenet of our development is our strong performance management culture that enables and informs management development plans and succession planning.

#### EMPLOYEE DEVELOPMENT PLAN

We are proud to support each and every one of our people to help engineer their future careers.

We take pride in showcasing talent and developing skills by working with our people to create a specific Employee Development Plan (EDP) to achieve their career aspirations through talent development and retention initiatives.

The EDP allows employees to establish objectives and conduct regular formal performance reviews aligned with career development and feedback processes. It is critical to developing not only a career, but Expro's business.

### TRAINING & COMPETENCE ASSURANCE

It is Expro's policy to provide employees who are trained and competent to discharge their duties and responsibilities safely and effectively. Expro has an extensive portfolio of training and competency assessments for offshore disciplines and grade levels.

Technical training underpins the Competence Management System and is designed for all levels from introductory to advanced, as well as specialist training modules for both maintenance and operational personnel.

The training programs use a blended learning approach of classroom, e-learning, well site training, and mentoring sessions. Enrolment in the QHSE and competency systems is triggered on employment by Expro.

To achieve competency, employees develop skills and progress through the discipline grades by completing training and demonstrating capability in their field through a mentoring and skill verification system.

The Competence Assurance Program employs knowledge and skill-based assessments to test the progress of the individual through each grade in their development, which are complemented by end-of-grade written assessments. Certified assessors are employed at relevant stages of the process, with supervisor or manager reviews of competence modules and performance on Expro's core behaviors.



 Our team at Abu Dhabi International Petroleum Exhibition and Conference (ADIPEC) 2022



## Our People Make Us What We Are... And We Believe In Building For The Future

### Expro's Global Employee Survey 2022

We actively solicit employee feedback and continue to strive to make the Company an employer of choice. In 2022, we launched a Global Employee Survey which was carried out to understand and act upon areas where we can positively influence and develop Expro's culture.

We ran this survey during October 2022 around the three pillars of organizational culture, employee experience and employee engagement. We included 66 questions that were aligned with our values and behaviors, and three free-text questions to elicit employee opinion and feedback.

Sixty-eight percent of our employee population participated, providing us with key themes from which to build action plans for advancement through 2023. We intend to run the survey annually, further pulse surveys will take place during 2023 to monitor progress.

For every survey completed, Expro was to donate \$1 to Unicef, an international charity chosen by our Social Working Group. However, the Executive Management team tripled the amount, resulting in a pledge to donate more than \$12,000.

### Gender Pay Gap Reports

We recognize the value a balanced workforce brings to our Company's success and remain focused on improving this alongside the broader industry efforts.

In this report, we provide details on our UK entity, Expro North Sea Limited (ENSL), Gender Pay Gap in 2021.

**Expro North Sea Limited (ENSL),  
Gender Pay Gap in 2021**

[READ MORE](#) 



Our team at ADIPEC 2022



# Encouraging Health And Wellbeing

**The health, safety and wellbeing of our people is, and will continue to be, a priority in Expro. We recognize the unprecedented challenges and pressures caused by the pandemic and other global uncertainties.**

We appreciate that emotional wellbeing can affect how we face life every day, and we know that anyone can suffer from poor mental or physical health at any time. As leaders and colleagues, we know it is about recognizing when an individual needs help – and being understanding and approachable in lending our time and support.

We are committed to safeguarding our employees' health and wellbeing and to providing encouragement to our teams to build supportive networks and a collaborative culture across our organization.

In addition, we also offer 24/7 online support through resources within Expro's Employee Assistance Programme (EAP), which provides a wide range of health and wellbeing support and advice globally.

## Encouraging Positive Health And Wellbeing

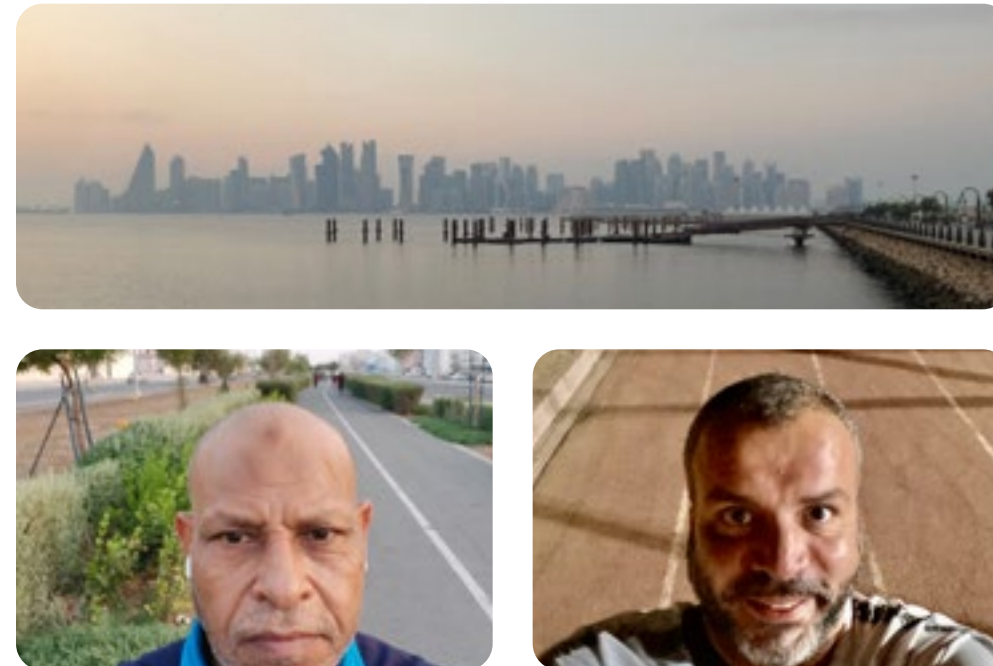
Across the Expro world, we have virtual platforms allowing regional teams to promote health and wellbeing interactively. The platforms, set up by the regions, are a great communication tool to share how people are keeping healthy, as well as setting challenges for people to take part in and share results.

From fitness to mindfulness and healthy eating, our regions have developed a strong, successful structure that encourages employees to get involved.

### WELL CONNECT, ESSA



### POWERHUB, MENA



## Health And Wellbeing Activities Across The World

### FRIDAY FUNDAY

To encourage people to take a break from their desks and bring people closer together, our Thailand office set aside Friday lunchtimes to be spent with one another playing board games. A great way to reduce stress, enhance creativity and generate laughter.

### EXPRO'S FIRST CYCLING SPORTIVE

In Aberdeen, the team completed our first cycling sportive, raising over £7,000 for four local charities. Twenty-two riders took part, each covering 114 miles, climbing over 6,000ft, exceeding 2,500 miles throughout the day.

### STARTING THE DAY RIGHT

In Argentina, a healthy breakfast is provided once a week to employees to raise awareness of the importance of healthy eating.

### MENOPAUSE AWARENESS SESSIONS

To increase awareness around menopause, our team in Aberdeen organized sessions to help generate an environment where people can have a conversation about menopause and how it affects people's everyday lives. Both men and women attended to listen to a guest speaker from Menopause 360.

### REGAL RED RUN

Well done to those who sponsored and participated in the Regal Red Run in Aberdeen. The event raised approximately £20,000 for a local cancer charity, with Expro's sponsorship helping cover the event's running costs so that the money raised can go directly to the charity.

### FROM SAIGON TO TOKYO

Exactly two months after the APAC team left Saigon, they had virtually traveled over 16,500 kilometres via cycling, walking, or running, across six cities in-between to reach Tokyo.

### And More...

- Holding nutrition workshops in Ghana
- Team Ghana football matches and onsite aerobics classes
- Setting monthly walking challenges in Angola
- Getting active with onsite sports tournaments in India



# Featured Campaigns

We are pleased to highlight two employee-led campaigns run across Expro in support of health matters of concern to us all.

## Painting The World Pink

Expro teams organized events with a pink theme to honor the importance of #WorldBreastCancerAwarenessDay and raise awareness. From pink equipment to educational talks, we did it all.



## Mental Health Awareness Day

In support of Mental Health Awareness Day, employees across all Expro regions took part in a global awareness campaign and organized local activities. Our CEO shared a message of support for the World Federation for Mental Health's goal to make mental health and wellbeing a global priority for all.

Volunteers recorded basic 'selfie-style' short videos giving a personal tip on one thing they do to help with their mental health at work or at home. These were shared with everyone across the Expro world via email communications and the internal portal site.

We didn't stop there... people showed their support for the cause in lots of ways.





## Featured Campaigns



### Colombia

In Colombia, the team decorated the office by adopting the Halloween theme to encourage a positive atmosphere and space.



### Guyana

In conjunction with the Ministry of Public Health, Expro attended and supported the launch of the country's Do Your Share Campaign and participated in the Glow mental health walk.



### Mozambique

The Mozambique operational workers took part in an education session with customer reps and a medical professional guest speaker who addressed various forms of mental illness, including burnout, drug addiction, as well as self-care, and how to get assistance.



### Angola

A wellness day was organised in Angola, with discussions on BMI, blood pressure, blood sugar, and the importance of positive mental health and wellbeing.



### Brazil

The team communicated the significance of mental health and invited everyone to a healthy breakfast.



# EXPRO<sup>®</sup>

NYSE: **XPRO**

Partner with us to help address  
the critical energy challenges  
of today and engineer the  
answers of tomorrow.

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