

Expro Environmental, Social and Governance (ESG) Policy

Expro have stewardship responsibilities to our people, the communities in which we operate and our planet, ESG processes and procedures focus on non-financial performance indicators that address a company's attitude towards responsible investment, sustainability, our impact on society and the environment and other ethical and corporate governance considerations.



Purpose

Environment

The long term health of the planet is of critical importance to all of us and we are committed to advancing a lower carbon future, underpinned by our goals to maximize efficiency today and to transform our business, improve our products and services and help our customers lower their emissions for a better tomorrow. The depletion of natural resources and the threat of climate change raise legitimate concerns about the environment and the potential financial impact on businesses. Sustainable options are increasingly being considered. The issues are diverse, but the main areas are:

- Factors contributing to climate change
- Efficient energy consumption
- Responsible disposal of hazardous waste
- Sustainability of resources
- The impact of climate change on businesses

Social

We want to attract, develop and retain the best talent to create a diverse and inclusive working environment, where everyone is accepted, valued and treated fairly without discrimination. Inclusion, diversity and equality are important considerations in relation to the way in which businesses operate and can generate competitive advantage.

We engage with local communities, not only to reduce the impact of our operations, but also to positively impact such communities where possible. The impact that a company has on its employees, local communities and society are a key area of focus.

The main areas of consideration are:

- Preservation of human rights and avoidance of any complicity in human rights abuses
- Equality and diversity amongst employees
- Non-discriminatory employment practices
- Ensuring there is no exploitation of child labour or indentured servitude
- Health and safety

Corporate Governance

We are committed to doing business ethically and transparently, using our values and code of conduct to guide us. As a trusted business, we work to a consistent and high standard wherever we operate in the world, including strong anti-bribery, anti-corruption and supply chain standards and financial transparency. Corporate Governance addresses responsibilities of the management of a company, its structures, corporate values and accountability processes. This relates to the following areas:

- Board and Management structure
- Employee relations and workplace grievances
- Executive remuneration
- Corporate codes of conduct

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Principles

- Always comply with both the letter and the spirit of the law
- Ensure that Expro's process takes a responsible approach to well flow optimisation, and recognises the potential impact of businesses on the environment, workers, communities and society, as well as supporting efforts to overcome the energy industry's challenges to address a lower carbon future
- Strive to reduce our own and our customers' carbon footprint
- Ensure that we always respect human rights and ensure no exploitation of child labour
- Ensure there is no bribery or corruption
- Act with integrity at all times
- Always be non-discriminatory (whether on grounds of gender, race or disability) and seek equality and diversity in our employment practices
- Act responsibly with respect to the environment, aiming for a sustainable approach to the use of resources, avoiding irresponsible disposal of hazardous products and unnecessary waste
- Ensure that our management structures and policies reflect the need for transparency, accountability, equality and probity in the management of our businesses
- Seek to comply with and inform industry standard ESG guidelines and best practices and actively manage ESG considerations and risks effectively
- Provide meaningful disclosure and oversight

We have incorporated these principles into our business processes and practices.

Expro ensures that this policy is:

- Communicated:** By explaining it during employee initial induction programmes and following any subsequent changes
- Implemented:** By regularly auditing our environmental management systems
- Sustained:** By conducting management reviews to verify the continued effectiveness of this policy.



Mike Jardon
Chief Executive Officer