

# Expro Environmental, Social and Governance (ESG) Policy

Expro recognizes its stewardship responsibilities to our people, the communities in which we operate and our planet. Expro endeavors to conduct its business in a responsible and ethical manner consistent with environmental and human rights principles.

This policy applies to all employees and contractors, employees of our subsidiaries, our operations and services, our suppliers and other business relationships. We continuously evaluate our operations and supply chain to identify, assess, and address ESG risks, and to engage key stakeholders. These Principles are included alongside our annual employee **Code of Conduct** training materials, and our **Supplier Guidelines**. Anyone, including employees, employees of suppliers and external stakeholders can report environmental, safety, human rights or other concerns through [exprogroup.ethicspoint.com](https://exprogroup.ethicspoint.com)



## Purpose

### Environment

Expro is committed to preventing harm to the environment and promoting sustainable practices. We aim to reduce our impact on the environment in everything we do both operationally and our day to day activities, reflected through a range of ongoing activity within the company. 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

Expro's core values of People, Performance, Partnerships and Planet drive our corporate social responsibility commitment. Safety is Expro's highest priority. At the heart of our culture is Champion Safety, where "we strive to be at the forefront of safety, in everything we do"

We value diversity in our workforce, and in our customers, suppliers, and others. We provide equal employment opportunity for all applicants and employees. 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.

Our approach to human rights is guided by international standards; we respect and support the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, core Conventions of the International Labor Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. We are committed to embedding respect for human rights throughout all aspects of our business and within all geographies in which we operate.

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## Principles

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 labor 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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- Always act with integrity and comply with both the letter and the spirit of the law
  - Ensure that Expro's processes and policies take a responsible approach to well flow optimization, and recognizes 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
  - Promote the efficient use of natural resources, including energy and water, and minimize our and our customers' emissions, including greenhouse gas emissions, and waste
  - Maintain an Integrated Management System (IMS) to monitor and manage quality, health, safety and environmental performance, including a robust environmental management processes and systems that monitor performance of environmental impacts and compliance of our operations.
  - Ensure no use of child labor, forced labor, or human trafficking in any form—including slave labor, prison labor, indentured servitude, or bonded labor—in our operations or supply chain. We forbid harsh or inhumane treatment including corporal punishment or the threat of corporal punishment.
  - Provide a safe and healthy workplace with appropriate rules and practices for reporting and preventing accidents, injuries, and unsafe conditions, procedures, or behaviors to protect our employees, business partners, and community
  - Ensure there is no corrupt behavior, bribery, or otherwise improperly providing anything of value to government officials or any commercial person or entity to, directly or indirectly, obtain or retain business or an improper advantage for Expro, its subsidiaries or joint ventures

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- Respect freedom of association and our employees' right to join, or not to join, third party organizations such as labor unions or other lawful organization of their own selection, along with the right to bargain or not bargain collectively, in accordance with local laws, without fear of reprisal, intimidation, or harassment
- Committed to ensuring that all workers are treated equally, and we do not tolerate discrimination or harassment based on race, color, national origin, gender, gender identity, sexual orientation, religion, disability, age, political opinion, pregnancy, migrant status, ethnicity, caste, marital or family status, or any other characteristic protected by local law, regulation, or ordinance
- Ensure that our management structures and policies reflect the need for transparency, accountability, equality and probity in the management of our businesses
- Engage with our customers, suppliers, communities and other relevant stakeholders on our environmental and social impacts and opportunities
- Seek to comply with and inform industry standard ESG guidelines and best practices and actively manage ESG considerations and risks effectively
- Monitor and report on ESG data relevant to our operations, including energy use, emissions, safety and other relevant metrics. Expro is committed to transparency regarding our environmental sustainability through information supplied on our website. Expect our suppliers to adhere to these same principles, as listed here and in our Expro Supplier Code of Conduct, and to respect human rights in their operations and business relationships. We expect our suppliers to have in place policies and due diligence measures to ensure adherence to these principles. Failure to abide by our ESG Policy may result in remedial action up to and including termination of our relationship.

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 programs and following any subsequent changes

**Implemented:** By regularly auditing our business systems

**Sustained:** By conducting management reviews to verify the continued effectiveness of this policy.



**Michael Jardon**  
Chief Executive Officer