

Supply Chain Code of Conduct and Compliance

**To know everything
about your subject
is excellent.**

**To take genuine
pride in everything
is Expro.**

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Mission statement

Expro's core values of People, Performance, Partnership and Planet are extended through its Supply Chain emphasizing both acute integrity and delivering sustained operational agility.

Our focus on Procurement and Sourcing, Materials Management, and Logistics allows for continuous impact addition to our business and equally mitigated risk exposure.

Governance and policy

The term “supplier” includes suppliers, contractors, and agents for products and services alongside distributors that provide value to Expro, including those that offer both custom and commercially available products.

At the same time, the supplier shall be responsible for ensuring all sub-suppliers adhere to these requirements

Expro maintains zero tolerance for corruption or disingenuous business practice of any kind, and we expect reciprocal behavior from our suppliers engaged on all business activity. All suppliers must be approved and managed in accordance with Expro’s internal requirements. Expro shall verify compliance during the selection and assessment process based on our risk categorisation by means of a supplier review or audit.

Expro remains fully committed to the responsible sourcing of materials from suppliers that share our core values and principles.

Fair and ethical business practice

The maintenance of a healthy business relationship has a foundation built on shared principles and discipline.

Expro does not tolerate any deviation of our core values in any communication or engagement on behalf of the company. We have a mutual expectation of the business partners we select to transact with.

Expro Supply Chain will always seek and deliver good services for the company at competitive and fair cost. A supplier to Expro understands that business is not awarded based on any element of preferential treatment or implied personal interest, and can expect to be treated with equivalent respect and integrity throughout the entire commercial engagement process from requisition, through fulfillment, and ultimately with payment at negotiated rates, terms, and conditions.

Global accountability and expectations

Expro engages on business activity in numerous countries worldwide. Each of these countries in which we operate have customs laws as well as additional trade controls that govern due diligence, import, temporary import, export and or reexport of our goods.

We will comply strictly with all trade control laws and regulations that are applicable in any locale in which Expro operates. It is our expectation that our selected business partners also share in this vision and commit to a partnership on continuous delivery of these initiatives:

- Suppliers must treat all workers with dignity and respect. Suppliers must not subject workers to, or threaten to subject workers to, harsh and inhumane treatment, including but not limited to corporal punishment, mental or physical coercion or verbal abuse, sexual harassment, or sexual abuse. Disciplinary policies and procedures related to this requirement shall be clearly communicated to workers.
- Suppliers will not engage in, or support the use of, child labor, and suppliers shall comply with all applicable local child labor laws and employ only workers who meet the applicable minimum legal age requirement for their location. Additionally, young workers may not be required to perform work which may be hazardous to their health, safety, or morals.

continued overleaf

- Suppliers will not utilize or source products or services from entities associated with forced, bonded, indentured, involuntary or exploitative prison, trafficked or slave labor. Involuntary labor includes transporting, harboring, recruiting, transferring, receiving, or employing persons by means of threat, force, coercion, abduction or fraud for labor or services. All work must be voluntary, and workers shall be free to terminate their employment at any time.
- Suppliers who provide residential facilities for their employees must also provide safe and healthy facilities. Supplier-provided facilities must meet the host country housing and safety standards. There shall be no unreasonable restrictions on entering, exiting or movement within company-provided facilities. Suppliers will take reasonable efforts to ensure that their own suppliers comply with this requirement.
- Suppliers must comply with all applicable wage and hour laws, including those relating to minimum wage, overtime hours, and other elements of compensation, and must provide all legally mandated benefits. Suppliers will not require employees to work more than the maximum number of hours permitted under applicable laws or no more than 60 hours per week, whichever is stricter. Workers should not work longer than 6 consecutive days without at least one day off.

- Suppliers must respect workers' rights to freedom of association and collective bargaining in compliance with existing local laws and without discrimination, intimidation, or harassment as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, intimidation, or harassment.
- Expro expects suppliers to treat their employees with respect and dignity and to refrain from any unlawful harassment and discrimination. Suppliers will not discriminate against any person because of their race, color, gender, religion, ethnicity or national origin, age, disability or other medical condition, sexual orientation, gender identity, genetic information, pregnancy, marital status, veteran status, political affiliation, union membership or any other basis protected by applicable national or local law.
- Suppliers should strive to minimize their environmental impact and promote health and safety in conducting their business. Suppliers must comply with all applicable environmental, health and safety laws and regulations, provide workers with a safe and healthy work environment, and provide necessary medical treatment and implement corrective actions to eliminate causes of injury. Suppliers should reduce their impact on the environment through the conservation of natural resources, minimization of emissions and waste, responsible chemicals management and other practices.

continued overleaf

- Suppliers should work against corruption in all its forms and are prohibited from engaging in corruption, extortion, or embezzlement. Suppliers must comply with all applicable anti-corruption laws and regulations of the countries in which they operate such as the U.S. Foreign Corrupt Practices Act, and as applicable, the UK Anti-Bribery Act, the OECD Anti-Bribery Convention and any other international anti-corruption conventions. Suppliers will not offer or accept bribes or employ other means to obtain an undue or improper advantage. Bribes, kickbacks, facilitating payments and similar payments to government officials or to Expro employees or agents acting on Expro's behalf are prohibited. Expro employees may not accept gifts of more than nominal value or lavish entertainment from suppliers. When business meals and entertainment are appropriate to further a legitimate business purpose, those expenses may not be extravagant in nature.
- Suppliers must respect and refrain from infringing upon the intellectual property rights of others, including patents, trademarks, copyrights, and other proprietary rights.
- Suppliers are expected to deal fairly with Expro employees as well as their other business partners and should not take unfair advantage through manipulation, concealment, abuse, misrepresentation of material facts or any other unfair dealing. Suppliers will not engage in collusive bidding, price fixing, price discrimination or other unfair trade practices in violation of applicable antitrust and competition laws. Suppliers will uphold fair business standards in advertising, sales, and competition.
- Suppliers must protect the Confidential Information entrusted to them by Expro, its affiliates, customers, or suppliers. Confidential Information may only be used and disclosed in a manner authorized by Expro. Confidential Information includes any business information of Expro, its customers or suppliers that is not generally known to the public.



EXPRO

Waivers of this Code: No waiver or exception to a provision of this Code will be made unless extenuating circumstances exist to justify same. Any such waiver or exception may be made only by (i) the Board of Directors (for Directors and executive officers) or (ii) the CEO and General Counsel (for employees other than executive officers). Such waiver or exception will be effective only if given in writing and in compliance with the spirit and intent of this Code. Any waiver for Directors or executive officers will be promptly disclosed if and as required by law and the listing requirements of the applicable stock exchange.

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