



Corporate
Social
Responsibility
2014 – 2015



People

Our people are at the heart of our success. We recognise the value of our people and are committed to providing the working environment, encouragement and personal development required to meet our goals.

Performance

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.

Partnerships

Getting it right first time, every time. We are passionate about safely delivering excellent quality customer service. We embrace teamwork, individually and collectively assuming responsibility for delivering the highest standard of service in the industry.

Our behaviours



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



Deliver quality

We focus on delivering operational excellence to all our stakeholders



Embrace teamwork

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



Partner customers

We build and sustain high value partnerships with our customers and colleagues



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

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Corporate social responsibility – our commitment



Charles Woodburn
Chief Executive Officer

Expro's core values of People, Performance and Partnerships continue to drive our corporate social responsibility (CSR) commitment across the business. These are the enduring principles that describe the essence of our company, and they play a fundamental role in our CSR programme; how we manage our impact on our people, the environment, and our communities in which we operate.

As a diverse organisation operating in over 50 countries, we are very proud of the achievements outlined in this year's report. They are only possible thanks to the passion and commitment of our employees, starting with our highest priority – safety.

In 2014/15 we achieved a record year for safety performance. This is driven by our employee's commitment to following the company's 'House Rules' - which protect, maintain and improve the safety of our people - supported by a range of new global initiatives.

Our E-TRAK software application was launched, to improve and integrate event reporting for safety, quality, behavioural safety and management of change. It allows the company to report, investigate and record findings of each event in a single streamlined application, encouraging the company to share lessons learned across the business. We also rolled out Stop Work Intervention guidelines, which empowers the 'stop, notify, correct and resume' approach, for the resolution of a potentially unsafe work action/condition(s).

Our colleagues are passionate about a wide range of country-specific matters within the communities in which Expro operates. This includes safety, the environment and community engagement projects.

Finally, MoveSMART training was also delivered to our employees globally. This injury-prevention training educates staff on the most effective techniques to employ in stepping, handling and lifting activities; something we all undertake in our daily work activity.

Our full approach to championing safety is featured within this report (page 8 onwards) and why we were delighted to achieve over 10.8 million man hours without a Lost Time Incident (LTI) - exceeding our previous record by 3.4 million hours. In addition, several of our regions achieved a number of key safety milestones (pages 12-19), which is testament to the commitment of our colleagues across the business.

These safety achievements have also been recognised by external stakeholders, including our continued recognition from the Royal Society for Prevention of Accidents (RoSPA). Following 10 consecutive years of gold awards, we received the RoSPA 'President's Award' in recognition of our commitment to continuous improvement in health and safety across the business. The company also received awards and commendations from several key clients and stakeholders, for our strong track record and high industry standards (pages 8-9).

However our commitment is not solely focused on safety; Expro is also committed to preventing harm to the environment, and promoting sustainable practices and performance. In partnership with our clients and suppliers, we have focused on proactively reducing our impact on the environment. Within each of our regions, our teams have undertaken programmes (pages 22-25) which not only support our drive to minimise environmental impacts, but also benefit the areas in which we operate.

This feeds in to our community engagement projects (pages 26-31), which includes a range of educational and youth programmes, volunteering work and charitable fundraising initiatives. I am proud to see our colleagues making positive contributions within their local communities, with many of these relationships spanning several years.

As we adapt to a challenging market environment, it's important that we maintain this commitment. At the heart of this is our employees' passion and dedication in giving their support, time and experience to these initiatives. This is reflective of our company values, as they help to drive forward the next chapter of our CSR programme.

CNWood



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Partnerships
Getting it right first time, every time. We are passionate about safely delivering excellent quality customer service. We embrace teamwork, individually and collectively assuming responsibility for delivering the highest standard of service in the industry.

Our global footprint

Employees totalling more than

5,200

As a global organisation represented in over 50 countries, Expro employs a diverse range of nationalities

Countries >50

Nationalities 75

Male to female ratio 6:1

North America





Employees 668

Locations 13

USA (Texas, Louisiana, Alaska, Connecticut, Oklahoma, Pennsylvania, Maryland, Virginia, Colorado, California, Wyoming, North Dakota), Canada

Latin America





Employees 434

Locations 5

Brazil, Mexico, Bolivia, Argentina, Columbia

Asia





Employees 946

Locations 8

Thailand, Malaysia, Indonesia, Australia, India, Vietnam, China, Singapore

Middle East and North Africa





Employees 750

Locations 6

Saudi Arabia, Algeria, Egypt, UAE, Brunei, Iraq

Europe CIS







Employees 1,713

Locations 6

UK, Norway, Netherlands, Kazakhstan, Azerbaijan, Russia

Sub Saharan Africa





Employees 771

Locations 9

Angola, Nigeria, Ghana, Gabon, Congo, South Africa, Cameroon, Kenya, Equatorial Guinea

Health and safety

Championing safety is Expro's highest priority

Our values and behaviours have established a set of principles and beliefs that guide the company's culture. At the heart of our behaviours is 'Champion safety', where "we strive to be at the forefront of safety, in everything we do".

At the core of this is our House Rules, which is also supported by 'Positive Intervention', empowering employees to step in and positively intervene if they witness an unsafe, or potentially unsafe, act. Safety principles are not restricted solely to places of work, with employees encouraged to transfer these skills into the home environment.

Expro has established a reputation for delivering operational and technical excellence that exceeds customer expectations, underpinning Expro's brand. Executive leadership, managers and employees are committed to delivering the highest standards of safety performance.

Global
In September 2014, Expro launched E-TRAK, a bespoke software application designed to improve and integrate event reporting for safety, quality and behavioural safety and management of change. It enables users to report, investigate and record findings of each event in a single streamlined application, including 'actual' events as well as positive interventions. This system shares lessons learned across the company, helping to drive improved safety performance.

By reporting and investigating all HSEQ events – including positive interventions – this helps us to reduce the likelihood of incidents occurring while promoting best practice.



HSE events reported

772



Quality events reported

3,818

MoveSMART has also been successfully implemented globally as an important tool that helps to avoid injuries. Using strength and control techniques, it is designed to educate individuals on the most effective methods to employ in stepping, handling and lifting activities.

Building on our success, in May 2014, we were presented with the President's Award at the annual RoSPA Occupational Health and Safety Awards. The award recognises 10 consecutive years of gold awards and Expro's commitment to continuous improvement in health and safety across its business.

In addition to our group-wide campaigns, our teams within the regions have been active with additional, tailored health and safety initiatives, as shown in pages 12-19.

 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
 2014 Winner RoSPA SCOTLAND TROPHY	 2015 PRESIDENT'S Award

In April 2014, Expro was recognised with a safety award for well testing services by leading Italian operator, eni. The award recognises a contractor that has achieved the best results in the field of safety, while working with eni. The judges based their decision on Expro's clean incident record, as well as its high industry safety record overall.

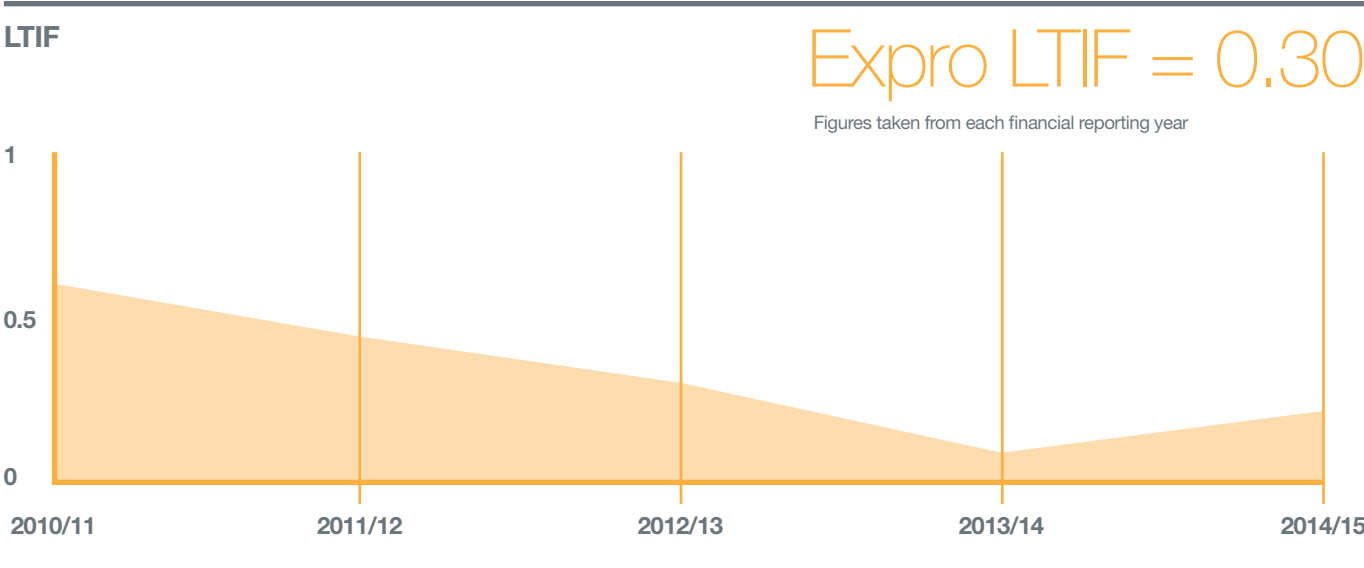


Stefano Dallera,
Expro Global Account
Manager for eni

Global health and safety statistics

Overall HSE performance				
2010 – 2011	2011 – 2012	2012 – 2013	2013 – 2014	2014 – 2015
Fatalities	Fatalities	Fatalities	Fatalities	Fatalities
1	0	0	0	0
Lost time injuries (LTI)	LTI	LTI	LTI	LTI
6	8	5	3	4
Restricted work day cases (RWDC)	RWDC	RWDC	RWDC	RWDC
3	11	19	17	13
Medical treatment cases	Medical treatment cases	Medical treatment cases	Medical treatment cases	Medical treatment cases
3	1	10	3	2
Lost time incident frequency (LTIF)	LTIF	LTIF	LTIF	LTIF
0.58	0.46	0.36	0.21	0.30
TRCF	TRCF	TRCF	TRCF	TRCF
1.07	1.37	2.45	1.60	1.40

Figures taken from each financial reporting year



Expro's House Rules



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

Regional health and safety focus



1	2
3	4 5
6	7
8	9

- 1,7– SIPAT 2014
- 2 – Colleagues in Latin America participating in No Leak is Acceptable
- 3 – ‘HealthyWage’ weight loss challenge in North America
- 4 – Blood pressure checks in Latin America
- 5 – 90-day challenge in North America
- 6,9 – Supporting Breast Cancer Research Foundation in North America
- 8 – Blood pressure checks in North America

Europe (ECIS)

Overview

ECIS continue to engage with employees over a wide range of health and safety activities. Fundraising for specific charities has also provided an opportunity to raise awareness of health issues whilst contributing to good causes.

Health campaigns



Nutrition consultancy

70

People participated in nutrition consultancy appointments and seminars



Nutrition consultancy

20 – 30

People attended the Urological CANcers (UCAN) awareness seminar



‘No Smoking Day’ campaign



Wellbeing assessments for office-based personnel



Flu immunisation

150

Winter vaccinations provided



Health awareness

Ramp up the Red

Health campaign for the British Heart Foundation

Mesothelioma UK

Supporting people with asbestos cancer

Friends of Anchor

In memory of a colleague who was supported by the charity (haematology, oncology and radiotherapy care)



Safety initiatives



Completed Movesmart training

23

People have completed Topset Investigator training

782

People have completed quality awareness training

Regional health and safety focus



North America

Health events



**Blood pressure testing,
glucose level testing,
body mass calculation**

67

successfully identified 'at risk' participants

50

nutrition plans distributed

25

physician referrals for further evaluation



Health campaigns

In August 2014, the team in Houston kicked off a 90-day fitness challenge for staff. One employee lost over 30 pounds, whilst another lost a record 30% body fat.



Similar events took place elsewhere in North America. Our Meters business participated in the April 'HealthyWage' weight loss challenge with the aim of increasing fitness and decreasing weight.



In addition they also participate in the local American Red Cross blood drives. Staff donate on a regular basis and at least one member of staff reached the milestone of providing 38 donations.



Blood donations

38x

by a single member of staff in particular

Safety initiatives

Improvement project - a continuous improvement initiative that encourages employees to share ideas and suggestions, which are then captured on internal posters; key successes include:

- Process maps printed and posted in workshops and offices
- Eyewash stations clearly marked to make them easier to identify
- Reinforcing the importance of wearing appropriate PPE
- Increasing visibility of manhole covers so forklift drivers can avoid them

Safety committee meetings to discuss various issues/concerns, identify opportunities for improvement, and conduct inspections and audits

Regional health and safety focus



Latin America

Overview

Latin America’s HSE commitment has excelled with the launch of two new campaigns and the continued support of existing campaigns.

The team in Brazil launched a campaign in May which aims to educate on vaccinations against influenza. The ‘Time-Out for Safety’ campaign has also been launched across all sites in the region to raise awareness of accident prevention and promote the ‘Champion safety’ core behaviour. Developed in accordance with the history of dangerous occurrences and results of incident investigations, the campaign reflects Expro’s commitment to improving safety and the results were considered highly positive.

Continuing the roll out of the ‘No Leak is Acceptable’ hydrocarbon containment campaign in LATAM, the team recently presented it as an example of best HSE practice during a Petrofac Contractor’s meeting. The campaign’s excellence has also been noted elsewhere, with SEMARNAT, the National Environment Agency in Mexico, requesting to include its video in the protection database.

Health campaigns

As a follow up to 2013 activities, the team reinforced their commitment to a healthy workforce with their blood pressure awareness campaign. This included awareness of heart disease risk and the importance of keeping blood pressure under control in presentations by healthcare professionals, as well as blood pressure readings.



In line with other global regions, female cancer awareness programmes were delivered. This included a presentation and quiz to both females and males, with material to take home too.



Employees screened
200



Employees participated
100

Safety initiatives

No Leak is Acceptable continues to be promoted to prevent hydrocarbon releases in operations. Engagement sessions continued, which show the video and presentation, and discussions on ways to contribute encouraged with both employees and customers. In Mexico, this was recognised by QHSE Sistemas (a HSEQ magazine), and the video was shared with the Mexican Environmental Agency as an example of best practice.



‘International week for labour accident prevention in the workplace’ was observed in October 2014. Not only does this comply with Brazilian health and safety regulations, it delivers a variety of benefits to the team and the communities in which they operate. This included presentations on accident prevention and personal health issues to employees, who in turn were invited to make donation of non-perishable food for community projects.

A number of presentations demonstrated how teamwork can be effective in preventing accidents in the workplace under the theme of “synergy: we do better and we do it together”. The keynote also focused on those who have suffered an amputation as a result of accidents, sharing the experience (the incident, treatment and rehabilitation), adaptations that have had to be undertaken in order to return to work and subsequently promoting safety.



Employees participated
450



Tonnes of food collected
2



Regional health and safety focus

Middle East and North Africa (MENA)



Health campaigns



No smoking campaigns

Smoking campaigns/initiatives showing the health effects, along with Expro's approach to minimising impacts



Heat stroke

Heat stroke campaigns as temperatures and humidity are high during summer

Safety initiatives



MoveSMART delivered to all employees, which has had a significant impact on minimising back injuries



Hand safety

Hand safety campaigns not only utilising internal Expro awareness posters but also spotlighting on the industry as a whole by using key statistics



Dropped object awareness and prevention training

Asia

Overview

Expro's Asia team has been recognised for a number of safety achievements. In July, colleagues in Australia were awarded the Industry Foundation for Accident Prevention (IFAP) Safety Achievement Award - Platinum Award.

Chevron awarded Expro their Contractor Health, Environment Safety Management (CHESM) award in September 2014, followed by a shortlist for HSE competency in November 2014. The team also obtained a certificate of appreciation from JOB Pertamina – Medco E&P Tomori Sulawesi for 250 days without an LTI.



Safety initiatives

Mercury management/safety awareness campaign (including the effects and treatment), followed by mercury blood tests for employees

Awareness raising on reducing wire break incidents

International SOS awareness inductions carried out at bases

Health campaigns



Health awareness

Safety alerts for Ebola and H7N9 viruses - symptoms, diagnosis and prevention measures awareness

Training on vector-borne diseases and Dengue Fever

Swine Flu awareness

Flu vaccinations

Eye health campaign

Focus on heat stress



Health promotions

Health talks and voluntary health checks; cholesterol awareness; blood sugar tests; effects of smoking; 'R U OK?' day

Obesity awareness presentations, fruit baskets to encourage healthy eating, and exercise days encouraged

Sub Saharan Africa (SSA)



Health campaigns



Ebola awareness campaign

Significant investment in awareness campaign to assist in the prevention and spread of the Ebola virus

Every SSA location set up Ebola questionnaires and temperature checks for all staff and visitors

Safety initiatives



6 years LTI free

On 5 May 2014 the team in Nigeria achieved six years without an LTI

Environmental overview

Expro is committed to preventing harm to the environment, and promoting sustainable practices and performance

Technology

We aim to reduce our impact on the environment in everything we do both operationally and in our day-to-day activities.

One example of our innovative approach is the introduction of a lightweight portable flaring system to our US onshore market, developed in response to operators’ needs to meet environmental regulations. The unit was designed to ensure local and federal codes are met during portable flaring events.

Measuring data such as BTU (British Thermal Unit) content, flare gas rate and assist gas input, the unit also incorporates an Expro PassiveSONAR™ flow meter which allows flared volumes to be calculated accurately. The unit provides flare gas data for VOCs (Volatile Organic Compounds) along with HRVOCs (Highly Reactive Volatile Organic Compounds).

The HRVOC flare monitoring unit is an innovative tool highlighting Expro’s commitment to offering green solutions to meet our clients’ needs in terms of emissions control and environmental legislation compliance. The unit meets the US EPA, 40CFR 60.18 federal code as well as similar state enforced regulations.

Day to day

Last years’ CSR report was printed on recycled stock and print runs were considerably reduced from 500 to 100 copies (an 80% reduction), with stakeholders encouraged to read and distribute online via www.exprogroup.com/csr

Print reduced by

80%

CSR report print reduction

Operations

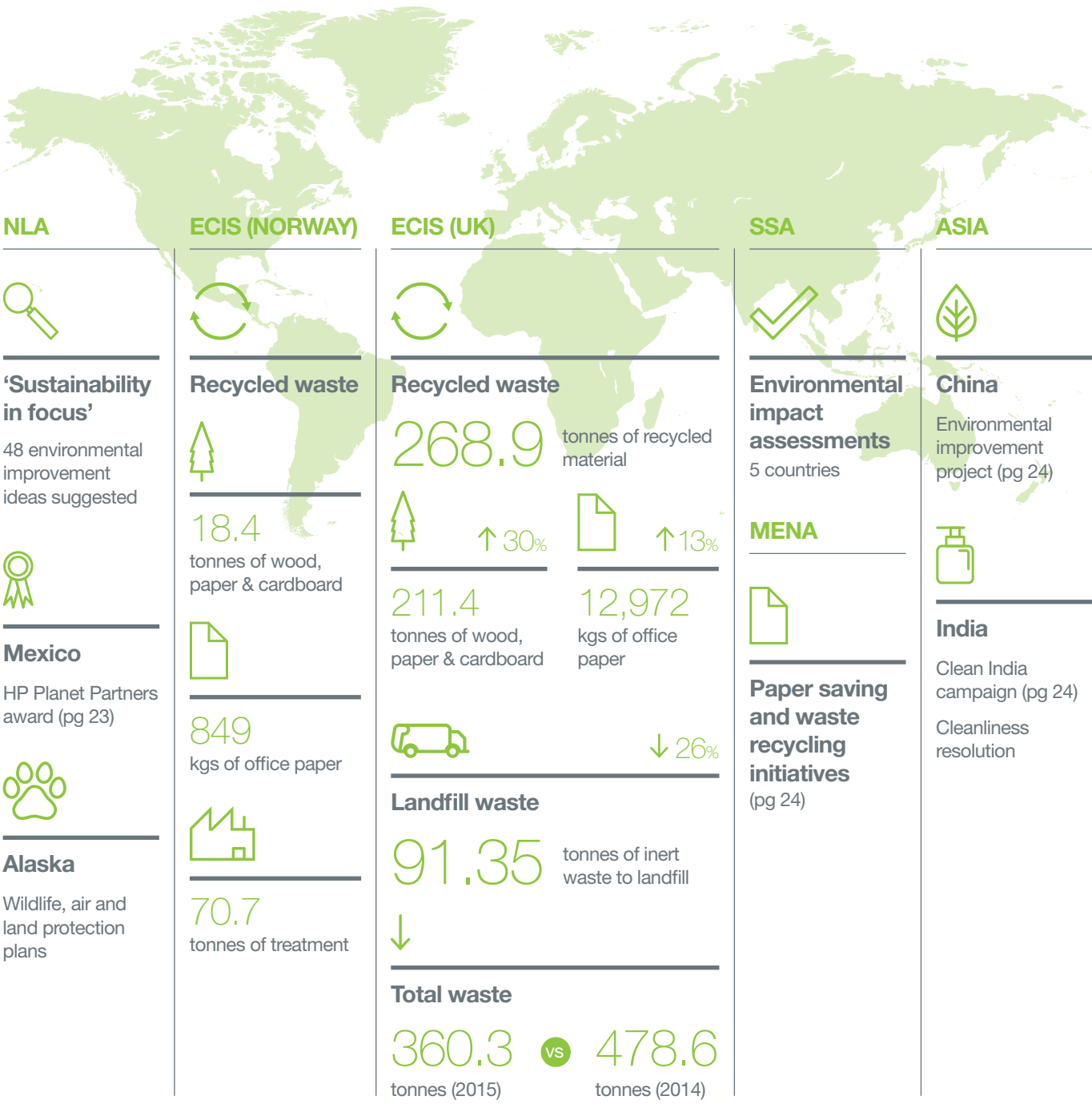
Throughout our programme of global trade shows/exhibitions there has been investment in a system that enables brochures to be emailed direct to delegates visiting the stand. This has resulted in a print reduction of over 80% of our brochures and corporate literature.

Print reduced by

80%

overall printing of brochures for corporate trade shows/exhibitions reduced by 80%

Performance highlights



Regional environmental focus



Europe (ECIS)

In the United Kingdom (UK), the team are working towards accreditation with the Energy Savings Opportunity Scheme (ESOS), as part of their commitment to energy consumption. ESOS is a mandatory energy assessment scheme for organisations in the UK that meet the qualification criteria, administered by the Environment Agency. Organisations must carry out ESOS assessments every four years, which audit the energy used by buildings, industrial processes and transport to identify cost-effective energy saving measures. The team are currently working towards achieving accreditation in the coming year.

- Recycling areas to reduce waste to landfill
- Compostable cups introduced
- Awareness training and compliance to UK packaging waste regulations
- Retained ISO 14001 certification (June 2014)
- Annual environmental impact assessments across all UK sites

The team in Norway partnered with Tastaveden School in Stavanger in an initiative which saw the school re-use Expro's office furniture when refurbishing their vestibule. Not only did this save the school money, but this was also a major recycling project for Expro when moving into a new facility.



CO₂

Expro's Norway facilities generally use hydro-electric power with a very small CO₂ footprint



North and Latin America

Following World Environmental Day on 5 June, 'Sustainability in Focus' promoted awareness of world environmental challenges and how employees could make their contribution.

The campaign also recognised and selected potential ideas from employees that could be implemented with Expro operations. The winning idea combined ideas to reduce waste generated by packaging from drinking water. It will be implemented in Q4 next financial year.

120

participated in the programme

31

employees submitted a total of 48 projects

10

finalists

In February 2015, Hewlett-Packard Mexico recognised Expro for its environmental awareness being part of the HP Planet Partners initiative. The programme consists of storing and returning empty HP Laser Jet toner cartridges as special management waste. Employees in the supply chain and HSE teams led Expro's involvement, and were recognised for their commitment and awarded.

The Villahermosa base in Mexico also had a triple award when they achieved compliance with international standards for Health, Safety, Environment and Quality Management after being certified in the ISO 9001, ISO 14001 and OHSAS 18001 standards.

In North America, working in Alaska poses many challenges due to the unique environmental regulations that are in place for the oil and gas industry. Every effort is made to minimise the effects of operations on the environment and includes everything from building ice roads to protect the tundra and no spills of any kind, including bottled water. The team strive for excellence and aim to have zero spills of any kind by using primary and secondary containment under all equipment that has the potential for a leak. Reducing, reusing and recycling is utmost in every operations, whilst air, land and wildlife have robust protection plans in place.



Regional environmental focus

Middle East and North Africa (MENA)



Keep work sites clean, tidy and obstruction free

In Saudi, the team participate in ‘time out for safety’ and all of the employees in the base, including the management team, are committed to participating in housekeeping exercises for two hours every quarter.



Paper saving

Engaged employees in a paper-saving campaign with the reinforcement of only printing when needed, and when so, printing on both sides as well as paper recycling in place



Waste recycling

The MENA region are also proactively working towards third party approval to get segregated waste recycled

Asia

Teams from the Mumbai and Kakinada offices recently participated in Swachh Bharet Abhiyaan (Campaign Clean India), India’s largest cleanliness campaign initiated by the Government of India to clean streets, roads and infrastructure across the country. Expro employees enthusiastically joined the movement on 21 November, cleaning and collecting rubbish across their bases. Afterwards all employees took an oath of cleaning and maintaining their house, workplace and surroundings, and committed to 100 hours per year to their cleanliness resolution. The aim of the movement, launched by India’s Prime Minister is to achieve Mahatma Gandhi’s vision of a ‘Clean India’ by his 150th birthday on 2 October 2019.



Cleanliness resolution

All employees took an oath of cleaning, and committed to 100 hours per year to their cleanliness resolution

Other environmental activities included:

Australia:

- Noise assessment implemented; reviewed waste disposal options for Canning Vale office; mercury inspection/testing of well test equipment returned from a contract; creation of new bunds for chemical storage

Malaysia and remotes:

- Environmental improvement project roll out: rechargeable batteries; 3Rs – reduce, reuse and recycle; Go Green Office campaign

China:

- Terrace cleaning; a new initiative to wash the base water drainage channel in Shekou
- Environmental improvement project roll out: suggestions from Expro employees and also third party rental companies at the base at Chiwan saw the renovation of a dusty road with bitumen being laid which has impacted the local environment for the better

Indonesia:

- New storage for lithium batteries; environmental campaign for new base; clean water sampling carried out by external laboratory; environmental survey conducted

Sub Saharan Africa (SSA)



The team in SSA undertake environmental impact assessments at each Expro location in the region to ascertain how we interact with the environment and to establish any opportunities for improvement. To date, assessments have been completed in Ghana, South Africa, Gabon, Nigeria and Angola. Significant investment and commitment is applied to the assessments as it is important to Expro to exceed expectations and not simply comply with the environmental legislation.



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

Performance Innovative and support

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

Partnerships Environment/sustainable development

Providing community-based support to help people to help themselves and, thereby, support regeneration/ environmental improvement

Europe (ECIS)

People

In October, Expro continued its sponsorship of the Institute of Mechanical Engineers (IMechE): 'Careers & Beers' networking event for engineering students and graduate held in Glasgow, Scotland. The event allows young professionals to speak with local industry professionals in a speed-networking format, to gain knowledge of companies and learn of career opportunities.

Performance

Susie Smart and John McLaughlan, Associate Engineers based in Stirling, recently completed a four-month project with Stirling High School as part of the Engineering Development Trust (EDT) Go4SET programme. The EDT partners teams of second year high school pupils with companies to embark on science, technology, engineering and mathematics (STEM) experiences. John and Susie mentored the pupils at weekly meetings to help them complete a project entitled 'Water in Your School' where the pupils developed a hydrogen fuel cell concept into a prototype designed to conserve water. Once the project was completed, pupils were invited to Expro's Stirling office for an afternoon of activities and an informal presentation giving an insight into engineering and what Expro do.



Susie and John hosting the pupils at Expro's Stirling office

Partnerships

The UK charity committee has donated over £2,500 to charitable causes in the local area, inclusive of donations to CLIC Sargent, Breakthrough Breast Cancer, Friends of Anchor, Scottish Cot Death and CLAN. In addition to charities, they have also supported community groups and local fundraising.

A main benefactor of UK fundraising activities is, Cash for Kids. The charity operates across 21 areas around the UK, using local commercial radio stations to deliver initiatives for sick and underprivileged children in local communities. The UK team hold various events throughout the year, but a key highlight is the annual football tournament, held in May 2014, with both staff and clients teams taking part in joint collaboration for a positive outcome.

A team of 20 from Group Engineering in Stirling donned their tartan gear to take part in the annual Kiltwalk on 27 April, walking 23 miles from Glasgow city centre to Loch Lomond and raised over £3,200 for their chosen charity, Aberlour Child Care Trust.



Expro Super Team – the tournament winners

Regional social and community focus

North America

Latin America

People

Our generous staff and their families gathered food and holiday gifts for the Holiday for Giving Program located in Wallingford, Connecticut. During the first few weeks of December, a large box was designated for gifts and food donations, which was delivered to their collection center.

Expro also hosted a hot chocolate bar at MD Anderson Children's Cancer Centre Hospital, supported by employees who also held cookie decorating with the young patients and their families.

Our offices in North America are also proud supported of 'Toys for Tots' each year where employees donate new toys for children in need. Expro supported the donations by employees by also purchasing \$1,200 (USD) of new toys.

1,000
meals served by elfs

\$1,200
of new toys purchased through Expro supported donations



Performance

During Offshore Technology Conference (OTC) 2015, Expro donated \$10 on behalf of each attendee who participated in daily technical presentations delivered by colleagues to current and prospective customers. This raised over \$1,000 for Houston Food Bank. For every \$1 donated, the Houston Food Bank can provide a person with an entire day's meals and bring awareness to the issue of food poverty in the local area.



Partnerships

Now an annual event, the Meters team are committed to supporting Habitat for Humanity. This year's determined and energetic group travelled to two Habitat for Humanity of Greater New Haven building sites and contributed to a variety of tasks. The charity is a nonprofit organisation dedicated to the elimination of poverty housing through the creation of home ownership opportunities for low-income working families. Our labour (some skilled, some unskilled) helps to keep the costs of building or renovating these homes as low as possible.



Partnerships

In July 2014, Expro employees across all Brazil locations pulled together to help local charities throughout the country. With a World Cup theme, the initiative encouraged staff to donate non-perishable food and clothing, with World Cup t-shirts as an incentive. The majority of employee donations came from our Macaé base and the main charity to receive these contributions was 'We can be Healthy Children' (POSCRIS).

The charity, located in Malvinas, Macaé, offers support for children and their families to reduce their contact with drugs and prostitution. The campaign received a high level of staff uptake, providing significant support to worthwhile causes throughout Brazil.




Tonnes of food collected
1.2
Non-perishable food was donated in Macaé

Regional social and community focus

Asia

People

Peter Quiatkowski, General Manager of CETS (COSL-Expro Testing Services), received the Chinese Government Friendship Award at a special ceremony in Beijing, conducted by the Vice President of the People's Republic of China, Mr Ma Kai. The accolade, the highest honour awarded to foreign citizens in China, recognises those who have made a special contribution to the economic construction and social development of the country.



Middle East and North Africa (MENA)

Partnerships

The team in MENA have turned supporting Friends of Cancer Patients into an annual event in their fundraising calendar. As October is Breast Cancer Awareness month, staff in the Dubai office formed the 'Think Pink' team to organise an event to raise awareness and funds amongst staff. They raised over 5500 AED for the UAE charity, supporting cancer patients and their families during their treatment.



Charitable donation

5,500 AED

Sub Saharan Africa (SSA)

People

Wade Holland, Assistant Operator for Subsea (based in Cape Town), has been praised by the Society of Petroleum Engineers (SPE) Southern Africa Section for his voluntary commitment, involvement and contributions.



Performance

Expro's South Africa team is striving to benefit the lives of underprivileged children by 'adopting' and continually supporting a local school, Nebo Primary, located in the suburb of Parow, Cape Town. Many of the children are currently living without basic essentials, such as cooked meals and school uniforms, and the team aims to improve their standards of living and education. To date, the team have undertaken a number of positive initiatives including donating sports equipment, funding school equipment, funding school uniforms, organising a party for the children, purchasing a generator for the school which previously had no electricity, and setting up soup kitchens in the cold winter months.



The team continue to support Nebo Primary School through various initiatives including:

- Providing movies for end of term
- Using left over paint and cleaning products from the base to decorate the school hall
- Prize giving, year-end gifts and school hampers

Partnerships

Staff and their families from Accra, Ghana raced in the Annual Breast Cancer Awareness Run in October, the largest event held by Run for a Cure Africa, a charity which seeks to educate, screen for and treat breast cancer across Africa.

The local community in Akai, Nigeria, initiated the construction of a community market, which Expro sponsored.



Values and behaviours



People
Our people are at the heart of our success. We recognise the value of our people and are committed to providing the working environment, encouragement and personal development required to meet our goals.

Performance
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.

Partnerships
Getting it right first time, every time. We are passionate about safely delivering excellent quality customer service. We embrace teamwork, individually and collectively assuming responsibility for delivering the highest standard of service in the industry.

 Champion safety We strive to be at the forefront of safety, in everything we do			 Partner customers We build and sustain high value partnerships with our customers and colleagues	
		 Be accountable We take responsibility and pride in our actions		 Communicate effectively Effective communication is key. We share information and respect everyone we work with
 Deliver quality We focus on delivering operational excellence to all our stakeholders		 Embrace teamwork We work together to deliver an excellent service – we coach and learn from others		 Seek innovation We inspire and innovate to seek out solutions for every challenge

Ethics and conduct

Expro's Code of Conduct provides guidance in critical areas of business conduct to ensure we comply with the law and maintain our reputation.

In accordance with the newly introduced UK Modern Slavery Act 2015, Expro is committed to ensuring that there is no modern slavery or human trafficking in our supply chain or any part of our business. Our **Code of Conduct** is supported by other relevant policies such as the HR Management Policy and Supply Chain Due Diligence Directive, which reflect our commitment to acting ethically and with integrity in all our business relationships. The implementation and enforcement of effective systems and controls will ensure slavery and human trafficking will not be present in our supply chain.

As part of our initiative to comply with the new legislation, we are in the process of defining adequate steps to mitigate the risk of slavery and human trafficking occurring in our supply chain, including enhanced supplier due diligence, as well as relevant modifications to supplier certifications and contractual terms.



Anti-bribery policy



Third party due-diligence directive



Entertainment and gifts directive



Conflict of interest policy



Business conduct reporting policy



Political and charitable donations policy





For more information on Expro's
commitment to corporate social
responsibility, please visit our website:

www.exprogroup.com/csr

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