

## Corporate Social Responsibility Policy

Geoquip Marine is a geotechnical data acquisition company performing specialist operations using highly trained experts and the latest geotechnical equipment in various regions around the world. We are a responsible business and must continue to maintain the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our commitment to legality and willingness to observe community values. Proactiveness is taking the initiative to promote human rights, safe and reliable operations and advance the communities we work in by means of utilizing local labour, products and services while protecting our natural environment.

### **Key Principles**

#### Compliance

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Ensure transparency in our reporting systems to ensure continuous improvement.

#### Business Ethics

We always conduct business with integrity and respect to human rights and will promote:

- Safety and fair dealing
- Respect toward the client and suppliers
- Anti-bribery and anti-corruption practices

#### Protecting the Environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. Geoquip Marine follows best practices when disposing garbage and using chemical substances. Geoquip Marine is certified to ISO14001:2015 demonstrating its commitment to a robust Environmental Management System.

#### Employees

Our employees are undoubtedly our greatest asset and are trained to meet our requirements of efficiency and service to customers and suppliers. Induction training sets the foundation for all employees and is followed by specific on the job training. The Company's operational best and required practices are documented in a comprehensive Integrated Management System and in the following commitments:

- Geoquip Marine upholds the freedom of association and recognises the right to collective bargaining. All staff are entitled to join or refrain from joining any lawful worker's association or collective bargaining association of their choice. We will not discriminate against workers representatives and employees of staff who choose to affiliate or not.



- Geoquip Marine does not hire any person younger than 18. We prohibit the use of child labour and respect any compulsory education limit in any country.
- Geoquip Marine won't make use of any form of forced or compulsory labour. The term 'forced labour' means all work or service that's extracted from anyone under the menace of any penalty, and/or that the person hasn't offered voluntarily (except for some specific exceptions described in ILO Convention 29).

Protecting People by:

- Managing risk to as low as reasonably practicable (ALARP) to ensure the health, safety and moral of our employees and community in the areas where we operate.
- Avoiding harm to the lives of local and natives that may be present in some of our remote operating areas.
- Promoting continuous improvement. We encourage teaching and the willingness to learn, accept feedback, and listen to the concerns of those around us. Everyone can find opportunities for growth.
- Promoting the sharing of ideas that are different from your own in order to encourage and support all teammates to feel valued and have the courage to speak up. The creativity that comes with diversity can help you generate new ideas or improve a process already in place.