



SUPPLIERS CODE OF BUSINESS CONDUCT

Based on the Business Code of Conduct of our Group VIRIDIEN, the present Suppliers Code sets the basic standards we expect you as a Sercel Supplier to comply with. Sercel recognizes the values and principles of the United Nations Global Compact with a specific attention regarding the following:

- The Universal Declaration of Human Rights,
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work,
- The Rio Declaration on Environment and Development,
- The United Nations Convention against Corruption.

Our suppliers are an integral part of the business operations of Sercel. We are committed to doing business with suppliers who conduct business in a safe, legal and ethical manner with respect for employees, local communities and the environment.

Consequently, we request our Suppliers to ensure their operations are undertaken in accordance with the following commitments:

General Compliance

You must abide by all applicable laws and regulations, in particular those related to (but not limited to) export, import, trade control, anti-corruption, anti-trust/competition, environmental stewardship, money laundering, anti-facilitation of tax evasion, data privacy, cybersecurity and social responsibility.

Business Integrity / Ethics

You must:

- protect Sercel confidential information, proprietary information and personal data from any unauthorized disclosure and shall only use this information for legitimate business purpose;
- foster a culture of cybersecurity to protect the confidentiality, integrity and availability of Sercel's information assets;
- refrain from trading in securities or encouraging others to do so based on confidential information received from Sercel;
- use Sercel's assets and information in a responsible manner and only for legitimate business purposes.
- abstain against fraud and refrain from any money laundering activities;
- avoid any conflict of interest (potential, actual, or perceived), in particular when personal interest may influence professional interests;
- reject any form of corruption: active or passive, private or public, direct or indirect. Facilitation payments are totally prohibited;
- not propose to, give to or receive from Sercel's employees, Sercel's representatives or any other persons (including public officials) any gift, entertainment invitation, hospitality, meals unless they are reasonable in term of amount, occasional, in the ordinary context of business relations, and transparently recorded in the accounts and legally permitted. Gifts of cash or cash equivalents are prohibited. Gifts, entertainment invitations, hospitality meals are prohibited when they may unduly influence an imminent decision;
- follow a fair process in the selection of your suppliers and subcontractors;
- use Social Media in a responsible manner. Posting on Social Media videos or pictures or other types of content of Sercel's working places, equipment, assets or other information is subject to Sercel's prior written approval;
- keep accurate records of all matters related to your activities with Sercel and provide a copy upon request.

Human and Labor Rights

You must:

- respect the personal dignity, privacy and rights of each employee;
- not employ workers under the age of 16 or below the applicable minimum age, whichever is higher; and you must comply with International Labor Organization and applicable national regulations, for young workers aged between 16 and 18;



- not tolerate any unacceptable, humiliating, threatening, abusive or exploitative treatment of employees or engage/support trafficking in human beings;
- not make anyone work against his/her will and must allow employees to freely leave employment after reasonable notice;
- recognize, as far as legally possible, the right of free association and collective bargaining of employees and to neither favor nor discriminate against employees' representatives or members of employee organizations/trade unions;
- avoid all types of discrimination and promote equal opportunity and fair treatment of employees;
- provide fair remuneration and not make wage deductions for disciplinary reasons;
- comply with the maximum number of working hours, overtime, and rest periods laid down in applicable laws.

Health, Safety, Security and Environment

You must:

- ensure the health, safety and security of all employees at the workplace;
- control hazards and take the best precautionary measures against accidents and occupational diseases;
- provide training and ensure that employees are educated in health, safety and security issues;
- prevent or minimize environmental impacts and strive to initiate actions to improve your environmental posture;
- guarantee that your products are free from CMR (Carcinogenic, Mutagenic or toxic to Reproduction) and immediately inform Sercel of any potential harmful impact of your products on human health and/or the environment.

Conflict Minerals

You must exercise due diligence on your supply chain to reasonably assure that the tantalum, tin, tungsten and gold potentially used in your products/components do not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country.

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You must promote the above principles of the Suppliers Code of Business Conduct within your own supply chain and encourage your own suppliers to support them and comply with them.

Our relationship is based on professionalism, integrity, trust and respect. You may also demonstrate your commitment to those principles through compliance with your own code of conduct or company policies that embrace these principles. However, Sercel may verify your compliance to these principles by any of the following methods: self-assessment, on site-audit, certification, statement or through specific questionnaires.

Questions or report of any violation in relation with this Code must be directed to our Group's Ethics Committee (ethicscommittee@viridiengroup.com or by using VIRIDIEN's Ethics Hotline at www.viridiengroup.ethicspoint.com). We do guarantee a rigorous and confidential treatment of your information.

Acknowledged and Agreed with the terms of the present Code:

Name of the Supplier: _____

Date: _____

Signature

Name and Title of the Signatory: _____