



ESG POLICY

(Environmental, Social and Governance)

Purpose

At Sercel, we consider the health of the environment, climate responsibility, ethics and socially responsible operations are critical moral duties essential to the global well-being and to the sustainability of our company. We're committed to making continuous progress in these areas to ensure sustainable practices, enhance transparency, and address stakeholder concerns about risks and impacts related to climate, social equity, and governance.

Scope

This policy, based on the Viridien's one applies to all Sercel employees as well as contractors and site visitors within our prevailing influence.

Environment

We are committed to minimizing our environmental impact and promoting sustainable practices across our activities.

- We set measurable targets and regularly assess our progress against these goals. We report environmental data across our operations, measuring and monitoring the Carbon Footprint.
- We are committed to reducing our overall carbon footprint by tackling direct and indirect emissions (scopes 1, 2 and 3) across our entire value chain. We aim at carbon neutrality by 2050 in our scopes 1 & 2 of the Greenhouse Gas Protocol.
- We foster the development of low-carbon products and sustainable services to cater for our customer needs and we collaborate on their carbon footprint reduction projects and initiatives.
- We aim at the complete decarbonization of our energy supply supporting our activities and we strive to reduce our energy consumption encouraging smart technologies and constantly improving our energy efficiency.
- We focus on reducing waste, improving water management, and promoting circular economy principles to reduce our consumption and promote recycling and reuse.

Social

We are committed to promoting a diverse, equitable and inclusive workplace and positively impacting all our stakeholders.

- We strengthen our work environment and our culture around diversity, equity and inclusion.
- We ensure our work environment enables the engagement, development and training of our employees and attracts the best talents.
- We act as a positive influence for our employees, suppliers, and communities.
- We maintain a robust HSE-Operating Management System which is built around and complies with recognized International and Industry standards and supports our commitments.

Governance

We are committed to maintaining a strong corporate governance which shall guide our operations.

- We maintain an independent board of Directors with clear responsibilities for ESG reporting oversight and are committed to transparency through regular disclosure of our ESG performance.
- We conduct our business in a responsible manner, assessing the risks and potential impacts of our decisions.
- We act responsibly and ethically and abide by all applicable laws and regulations, providing our employees and contractors with guidance and support to enable compliance and we enforce a strong ethical leadership through our Business Code of Conduct, mandatory trainings and whistleblower program.
- We are accountable on data security and privacy with comprehensive cybersecurity programs to protect our stakeholders' information ensuring compliance with all regulations.
- We collaborate with all stakeholders to develop a sustainable supply chain that integrates environmental, social and economic considerations into the process of sourcing, producing and delivering goods and services. We aim at minimizing negative environmental impacts, ensuring fair labor practices and promoting ethical sourcing, we prioritize sourcing with partners with strong ESG performance.

Jérôme DENIGOT
President