

CGG SERVICES (UK) LIMITED UK MODERN SLAVERY ACT – STATEMENT 2019



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This statement is made on behalf of the Board of CGG Services (UK) Limited in accordance with the Modern Slavery Act 2015. It makes public the policies and processes in place within CGG Services (UK) Limited and its subsidiaries to ensure that modern slavery offences are not taking place in either their business or their supply chain.

ORGANISATION STRUCTURE AND BUSINESS

CGG Services (UK) Limited is a subsidiary of the French CGG SA Group, a leader in providing cutting-edge geoscience services. CGG provides its clients worldwide, with a unique range of technologies, services and equipment designed to record extremely precise data and images of the Earth's subsurface. CGG also provides state-of-the-art software and services for analysing data and developing a deeper understanding of the subsurface for exploration, production and optimisation of natural resources including potential and existing oil and gas reservoirs.

CGG Service (UK) Limited, conducts its business through offices across the UK, employing a culturally diverse workforce consisting of graduates or industry professionals from across 49 different countries. The UK office provides a wide range of geological, geophysical, engineering and data services, alongside offering a multi-client library of data available for third party licence.

CGG Services (UK) Limited had a 2019 turnover of more than £36 million.







CGG'S SUPPLY CHAINS

CGG Services (UK) Limited supply chain encompasses rental and maintenance of its facilities and IT equipment including software licencing. Suppliers are mainly based in the UK and represent 82.5% of the total supply chain and 84% of the total 2019 spend.

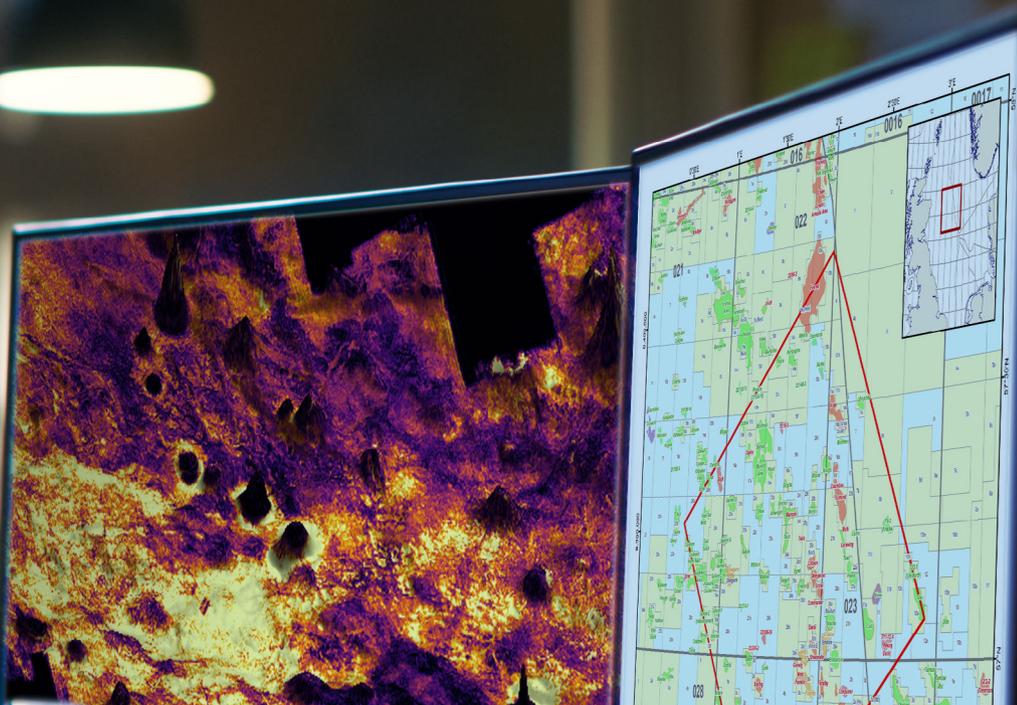
CGG Services (UK) Limited purchased 96% of goods and services from providers based in countries which have signed all eight International Labour Organisation ("ILO") fundamental labour conventions, regarding forced labour, child labour, discrimination and freedom of association.

In addition 3% of the supply chain purchases were made through US based suppliers (equalling 1.6% of the total 2019 spend). Although the US has not signed all eight ILO conventions, as a member it respects the principles concerning the fundamental rights which are the subject of these conventions.

CGG POLICIES ON MODERN SLAVERY

To embed zero tolerance of any occurrence of modern slavery and human trafficking in its supply chain, CGG Services (UK) Limited is following the CGG Group policies and management systems, which function in line with the Modern Slavery Act requirements.

The [CGG Business Code of Conduct](#) documentation, available in nine Languages, sets out the rules and expected behaviours to enable the Group to conduct its business with integrity. All employees must adhere to its principles and requirements. In this Code, CGG commits to respect ILO's Declaration on Fundamental Principles and Rights at Work, including two ILO fundamental conventions on elimination of all forms of forced and compulsory Labour. CGG expects all of its subcontractors and suppliers to respect the same principles. During 2019 the Business Code of Conduct document was updated by CGG Group and made available to all employees.



Furthermore, CGG, as a member of the United Nations Global Compact (UNGC) since 2007, recognises and promotes the Human Rights principles through its '[Sustainable Development Policy](#)' which are derived from:

- The Universal Declaration of Human Rights;
- The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work;
- The United Nations Conventions against Corruption;
- The United Nations Declaration on the Rights of Indigenous People.

In addition the Group's internal guide 'Caring for Human Rights and Communities' was updated in 2019, reaffirming our management commitment to respect and promote human rights in the workplace. This states that the minimum age to work for CGG or for one of its service providers is 16 or more, subject to locally applicable legislation defining minimum age. Young workers aged 16-18 working directly or subcontracted are an exception within the CGG Group (i.e. in apprenticeship roles across our UK operations).

This group represents 0.14% of the CGG UK employee population, who benefit from additional supervision and specific precautionary measures aimed at protecting their health, safety and integrity. Such measures include advanced job induction and training, prohibiting all exposure to hazardous work, ensuring adequate planning of activities undertaken and taking appropriate rest.

The Group level [Ethics Committee](#) had new members join in 2019 including representation from the UK. They can be contacted at any time (anonymously or not) by employees concerning matters related to its Business Code of Conduct. During the year, UK employees were regularly reminded of the make-up of the committee, its function and ways of contacting the group.

CGG SUPPLIERS' ADHERENCE TO OUR VALUES

As stated in the Business Code of Conduct, CGG is committed to managing suppliers and subcontractors to ensure their respect of human rights. The CGG Purchasing department has issued a [Supplier Code of Business Conduct](#) policy, which describes the minimum social and environmental standards expected from CGG suppliers, in particular with regard to compliance with fundamental conventions on Labour and human rights.

During 2019, the top one hundred UK suppliers (by cost) were contacted to reaffirm their compliance with our standards. In addition on-site subcontractor services were also contacted.

Regarding CGG services (UK) Ltd, the top 10 suppliers account for over 44% of the supply chain total value, all of whom operate within EU countries. Of these suppliers, those UK companies with a turnover of more than £36 million have published anti-slavery statements.

TRAINING AND RAISING AWARENESS

CGG trains personnel to ensure a high Level of understanding of the risks of modern slavery and human trafficking in its supply chains and business. For several years, the Group has pursued a program to educate and train employees regarding ethical practice and the contents of our Business Code of Conduct.

During 2019 the Business Code of Conduct document was updated by CGG Group and made available to all employees.

During 2018, a revised version of our mandatory 'Ethics e-learning course' was launched, with 92% of UK employees having completed this course to date.

CGG'S EFFECTIVENESS IN COMBATTING SLAVERY AND HUMAN TRAFFICKING

CGG UK recognises the value of all its employees through alignment with the real Living Wage, active promotion of a good work life balance, and support of wellbeing initiatives surrounding mental and physical health.

Launched for the first time in our largest UK operation, a sample of onsite subcontracted personnel associated with sectors at a higher risk of general exploitation were asked to participate in providing feedback on topics related to HSE, Ethics and Business Codes of Conduct practices within their own organisations. No follow up actions were required, and this review will be extended to other UK operations.

Regarding CGG Services (UK) Limited activities, the risk of modern slavery or human trafficking within our supply chains and UK operations is considered as very low. During 2019, no cases of discrimination or human right violations were reported.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 31, 2019. It was approved by the Board of CGG Services (UK) Limited.

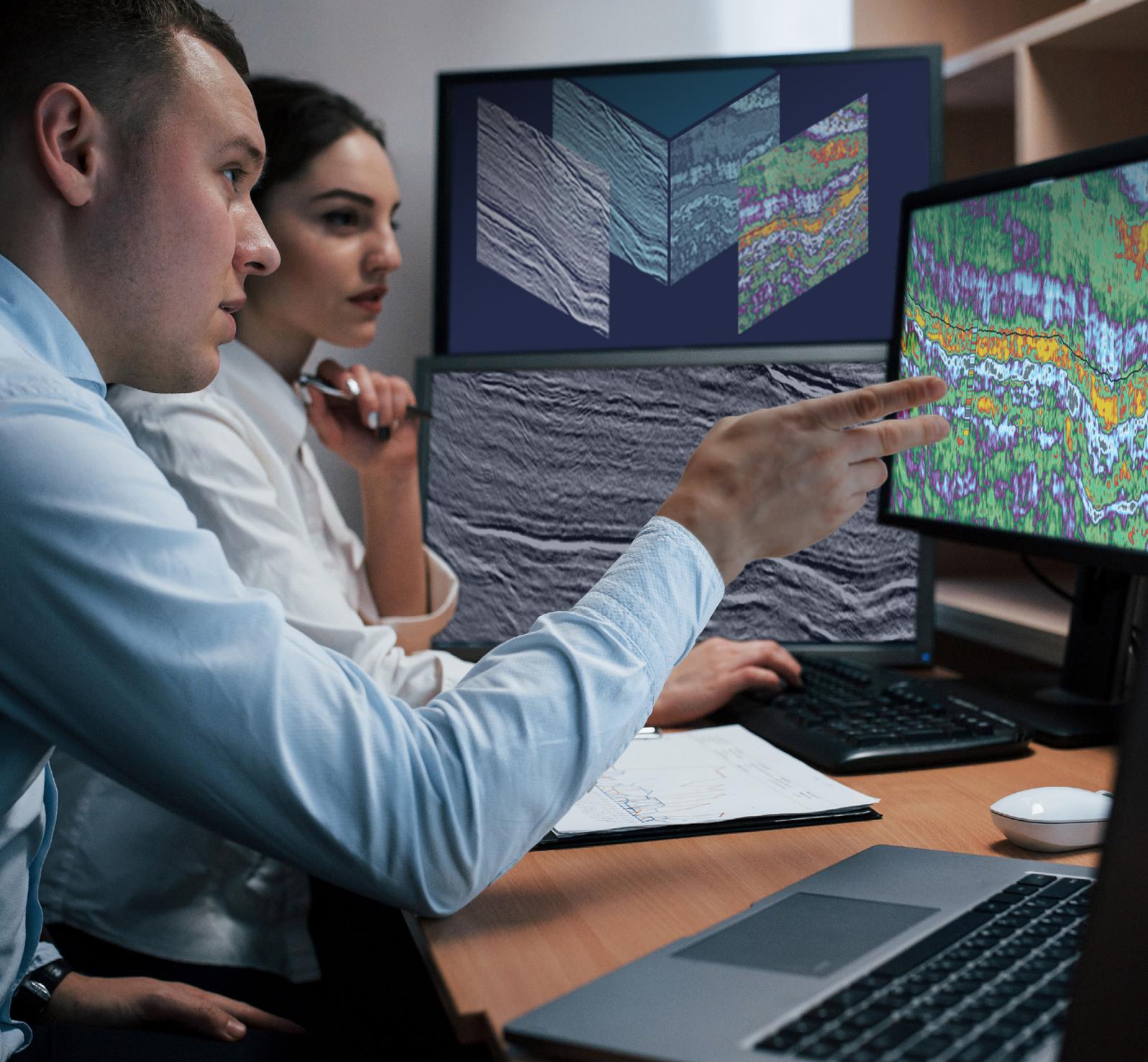
Crawley, June 2020.



Peter Whiting

Director
CGG Services (UK) Limited





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