

**SERCEL** is committed to achieving and maintaining excellence in all aspects of its activities while operating safely and with integrity as detailed in our Business Code of Conduct. Economic considerations are not allowed to have an adverse impact on our people, assets, the environment and communities. **SERCEL** recognizes that all incidents are preventable and strives for zero harm to serve the needs of current and future generations.

Health, Safety, Security, Environment and Social Responsibility (HSE) principles are integrated in our risk management, business planning and processes. Our passion for innovation combined with our culture of continual improvement in HSE increases our competitive advantage.

## Scope

This policy applies to all SERCEL employees and contractors under prevailing influence.

## Compliance

SERCEL recognizes all underlying international ILO conventions and laws, and complies with all applicable national and industry HSE regulations.

We contribute to advancing industry standards and seek to apply best practices.

## HSE Principles

SERCEL provides a healthy, safe and environmentally friendly workplace and promotes the awareness of workplace hazards.

We protect our employees, contractors and assets against criminal, hostile or malicious acts.

We regularly monitor our employees' health program and promote wellness.

We are committed to promoting a working environment that is free from illicit substances and tobacco use.

We apply ecodesign principles and mitigation to prevent and remediate harmful effects on the environment.

We respect and promote human rights, maintain mutually beneficial relationships with local communities and develop local content where practicable.

## Leadership, Commitment & Responsibilities

The commitment and cooperation of all employees and contractors is essential, including the right and obligation to stop work and intervene. Willful breach of the Golden Rules will not be tolerated.

Line management is responsible for implementing this policy in full compliance, setting relevant HSE objectives and ensuring resources are in place to achieve those.

## HSE-OMS

SERCEL Health, Safety, Security, Environment and Social Responsibility Operating Management System (HSE-OMS) provides a framework for a company-wide integrated approach to Risk and Opportunity Management.

We conduct risk assessments for each site, on all activities from product development to customer support, and implement controls to reduce the risks to as low as reasonably practicable.

We analyze incidents and potential incidents to prevent recurrence with a focus on high-risk activities. Opportunities for improvement are assessed and implemented as appropriate.

We ensure the competency of our employees through HSE training programs.

Line management regularly reviews HSE risk controls, rewards performance and demonstrates continual improvement.

"PRISM" is the IT application that supports the implementation of our HSE-OMS.

## Stakeholders

SERCEL selects partners and contractors acknowledging our HSE principles and supports them in fulfilling their responsibilities.

We openly engage and dialogue on HSE with our main stakeholders and publicly disclose our performance.

Nantes, 2 May 2019



**Pascal ROUILLER**  
Chief Executive Officer