

## Purpose

This policy broadly outlines our commitments to Health, Safety, Environment (HSE). Our corporate policies, governance, and values as a whole act to drive and assure that SERCEL remains a healthy, safe, and environmentally conscious company that can sustain the needs of its present demands without compromising needs of the future generations.

HSE principles are integrated into our risk management, business planning and processes. We believe that all incidents are preventable and strive for zero harm to our people, the environment and the communities in which we operate.

## Scope

This policy applies to all SERCEL employees, contractors and site visitors.

## Compliance

We recognize all International Labor Organization conventions and laws and comply with all national and industry HSE regulations.

We contribute to advancing industry standards and seek to establish and apply best practice.

## Our HSE Principles

SERCEL provides a healthy, safe, inclusive and environmentally conscious workplace whilst promoting awareness of workplace hazards.

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

We monitor the health of our employees and promote wellbeing.

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

We apply eco-design principles and mitigation to prevent and remediate harmful effects on the environment.

We respect and promote human rights and maintain mutually beneficial relationships with local communities.

## 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 SERCEL's 'Rules to Live By' will not be tolerated.

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

## The HSE-OMS

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

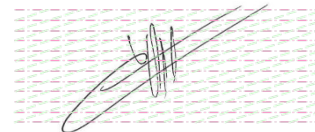
Our HSE-OMS is built around and complies with recognized International and Industry standards.

## Stakeholders

SERCEL selects partners and contractors who acknowledge and comply with our HSE Principles whilst supporting them in fulfilling those responsibilities.

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

Nantes, March 6, 2024



**Jérôme DENIGOT**  
President