

## **Document GGS-UK-CPD-01: Health and Safety Policy**

GGS Global Geo Services (UK) is committed to the goal of sustainable development by taking social and environmental responsibility whilst managing its businesses. GGS Global Geo Services (UK) is further committed to operating in a safe manner and work towards an accident-free workplace. It will develop leadership committed to Health Safety, Environment and Quality (HSEQ) and strive to adhere to best standards of HSEQ management system in its entire operation and thus contribute to the overall betterment of employees, communities, and other stakeholders.

### **Our Health and Safety program involves:**

- providing Health & Safety training across all levels of organizational hierarchy.
- abiding by applicable regulations and maintaining a positive culture of health & safety.
- identifying and mitigating occupational health and hygiene hazards.
- actively engaging with contractors, suppliers, business partners and the general public.
- reporting and investigating all incidents to prevent recurrence.
- periodically auditing and reviewing progress for continual improvement.

Management accepts responsibility for leadership of the Safety and Health Program, for its effectiveness and improvement, and for providing the safeguards required to ensure that every worksite is a safe worksite.

### **Stakeholders:**

Working with stakeholders is the fundamental element of GGS Global Geo Services (UK)'s business model and whether we are talking about clients, partners or suppliers we will demand the same high standards for Health and Safety practice. If applicable to the relevant organization, the OSHAS 18001 should be applied.

Oslo 01.10.2021

Trond Christoffersen  
Director  
(sign.)

## **Document GGS-UK-CPD-02: Environmental and Social Responsibility Policy**

GGS Global Geo Services (UK) is committed to the goal of sustainable development by taking social and environmental responsibility whilst managing its businesses.

### **Environment**

GGS Global Geo Services (UK) will conduct all operations based on:

- assessing potential projects' impact on local and global environment and the energy transition;
- screening the projects based on the assessment;
- designing operations in line with sustainability goals compatible with the ongoing energy transition.
- planning operations to minimise or mitigate any negative impacts;
- monitoring our performance against those plans;
- complying with applicable laws, regulations and guidance;
- seeking means for continuous improvement by striving for best practice.

### **Social Responsibility**

GGS Global Geo Services (UK) contributes to the social and economic development of communities associated with its operations or in its neighborhood. To achieve this GGS Global Geo Services (UK) will:

- identify communities and other stakeholders associated with its operations and/or in its neighborhood and actively engage with them throughout the life cycle of its operations.
- work with governments, regional and local authorities, inter-governmental and non-governmental organisations and other concerned parties to develop and support projects for the benefit of the communities where it operates.
- treat all employees including indirect personnel engaged for and/or in connection with Company's operation/activity equally in the matters of health, safety and well being

### **Stakeholders:**

Working with stakeholders is the fundamental element of GGS Global Geo Services (UK)'s business model and whether we are talking about clients, partners or suppliers we will demand the same high standards for Environmental and Social Responsibility practice. If applicable to the relevant organization, the ISO 14001 (which aims at ensuring that the operations and products do not damage the environment and reduce the consumption of natural resources as the sources of energy and water) is recommended to be applied.

Oslo 01.10.2021

Trond Christoffersen  
Director  
(sign.)

### **Document GGS-UK-CPD-03: Quality Assurance Policy**

GGS Global Geo Services (UK) is committed to providing quality products and services to its clients in a consistent and well-defined manner. The company recognises that to achieve this it must be capable of identifying problem areas, defining solutions, implementing suitable corrective measures and subsequently reviewing the effects of such changes; also, that this process needs to be a continuous and integral part of its operations.

The company acknowledges that it is through its partners and employees that the quality of the company's products and services is realised. Therefore, the company will devote resources to the advancement of all individuals' knowledge, including quality issues through training and direct involvement.

GGS Global Geo Services (UK) also acknowledges that their suppliers in turn can have a direct influence on the final quality of associated products and services, as such the company will require vendors and sub-contractors to provide adequate assurances of their own quality prior to engagement.

To maintain the relevance and adequacy of all policies, guidelines and procedures, they will be subject to continuous evaluation, periodic reviews leading to corrective actions and updates.

#### **Stakeholders:**

Working with stakeholders is the fundamental element of GGS Global Geo Services (UK)'s business model and whether we are talking about clients, partners or suppliers we will demand the same high standards for Quality practice. If applicable to the relevant organization, the quality management system of ISO 9001 (which aims at achieving the requirements that guarantee the quality of the services and the final product in accordance with the legal requirements and the marketing specifications) is recommended to be applied.

Oslo 01.10.2021

Trond Christoffersen  
Director  
(sign.)

## **Document GGS-UK-CPD-04: Ethical Business Practice Policy**

GGS Global Geo Services (UK)'s goal is to carry out its business in an ethical way. To achieve this, GGS Global Geo Services (UK) will operate and require its partners and subcontractors to operate based on the following:

- Compliance with applicable laws and regulations in the countries of operation
- Refraining from, and working against, improper and illegal business practices including corruption, bribery, money laundering and other forms of financial crime
- Compliance with legislation relating to corruption, bribery, money laundering and other forms of financial crime in UK and Norway and other applicable jurisdictions
- Respect for human rights
- No discrimination based on gender, religion, ethnic background and protection from harassment
- Respect for workers' rights and zero tolerance for child labour or forced labour
- Alcohol and drugs policies in line with good industry practice
- Protection of the safety of employees, contractors and third parties
- Protection of the environment
- Assuring performance of work according to recognized quality standards

All GGS Global Geo Services (UK) personnel as well as project partners and suppliers play an instrumental role in achieving conduct of business according to these guidelines.

### **Stakeholders:**

Working with stakeholders is the fundamental element of GGS Global Geo Services (UK)'s business model and whether we are talking about clients, partners or suppliers we will demand the same high standards for Ethical business behaviour. GGS Global Geo Services (UK) bases its anti-corruption and anti bribery practice on The ICC Anti-Corruption Guide for small and medium sized enterprises and the UK 2010 Bribery Act.

Oslo 02.01.2023

Trond Christoffersen  
Director  
(sign.)