

# PGS Group Supplier Code of Conduct

PGS Group is committed to responsible business practices and operations. We act in full compliance with applicable laws and expect similar conduct from all the parties we deal with, especially our suppliers. The purpose of the underlying Supplier Code of Conduct is to define ethical guidelines for all PGS Group suppliers in the areas of:

1. Business Integrity
2. Environment
3. Labour Standards
4. Health, Safety, and Quality
5. Governance

The Supplier Code of Conduct is based on the PGS Group Code of Conduct and international conventions and standards such as the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises, the International Labour Organisation's (ILO) Declaration of Fundamental Principles and Rights at Work.

In this Code, references to "suppliers" include all suppliers, their employees, agents, and subcontractors. It is the supplier's responsibility to educate their employees, agents, and subcontractors accordingly. By accepting the Code, suppliers undertake that all existing and future agreements and business relationships with PGS Group respect the underlying ethical guidelines. Failure to uphold these guidelines could jeopardize the business relationship.

## **Business integrity**

PGS Group adheres to ethical and legal standards. We expect the same from our suppliers. They should comply with the applicable laws and regulations on corruption, bribery, prohibited business practices, and extortion.

Suppliers should respect the following guidelines:

(1) Adhere to anti-trust and other competition laws; (2) Protect all confidential information provided by PGS Group and our respective business partners; (3) Respect the intellectual property of third parties, including PGS Group; (4) Comply with international trade regulations; (5) Reject illegal payments to anyone under any circumstances.

## **Environment**

PGS Group is committed to reducing environmental impacts by integrating sustainability across our value chain, sourcing responsibly, and mitigating climate-related risk. We also expect our suppliers to manage and minimize the impact on the environment in all their operations, products, and services.

Suppliers must comply with all applicable environmental laws and regulations, including but not limited to those related to deforestation and pollution. Moreover, suppliers are encouraged to use energy efficiently and to minimize their greenhouse gas emissions.

Responsible sourcing is one of the priorities in our CSR strategy, and we are determined to source our products and services legally and responsibly. When it comes to timber products, we are implementing processes to ensure we do not knowingly purchase products made with timber from illegal sources. We expect the same from our wood suppliers.

## **Labour standards**

PGS Group strives to create a social fair work environment and expects and encourages suppliers to do the same.

As a minimum, suppliers must comply with all applicable local laws and regulations related to labour and employment including, but not limited to the following points:

(1) Refrain from employment discrimination based on gender, age, nationality, religion, ethnicity, disability, union membership, sexual orientation, or political affiliation; (2) Respect the rights of employees to freely associate and bargain collectively; (3) Not tolerate or use child labour in any stage of your activities; (4) Not use any forced labour or involuntary prison labour and allow all employees the choice to leave their employment freely upon reasonable notice; (5) Ensure that working hours, including overtime, do not exceed applicable legal limits; (6) Compensate employees fairly and follow local wage regulations and/or collective agreements.

Suppliers must also protect their employees from harassment and victimization in the workplace, including all forms of sexual, physical, and psychological abuse.

## **Health, safety, and quality**

PGS Group is committed to working towards a goal of zero accidents and injuries and general well-being in the workplace and beyond. This is endorsed by our « Occupational Health and Safety Charter». PGS Group requests the same from its suppliers.

As a minimum, suppliers must comply with all applicable health safety and quality laws, regulations, and standards.

Suppliers should take appropriate action, such as policies, standards, procedures, contingency measures, and management systems, and provide information and training to

prevent occupational illnesses, quality, and safety incidents and provide a healthy and safe workplace.

### **Governance**

PGS Group reserves the right to (1) verify the supplier's compliance with the Code. If PGS Group becomes aware of any actions or conditions that do not comply with the Code, PGS Group reserves the right to (2) demand corrective measures.

### **Contact information**

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