



# CGG SERVICES (UK) LIMITED UK MODERN SLAVERY ACT STATEMENT 2022



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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

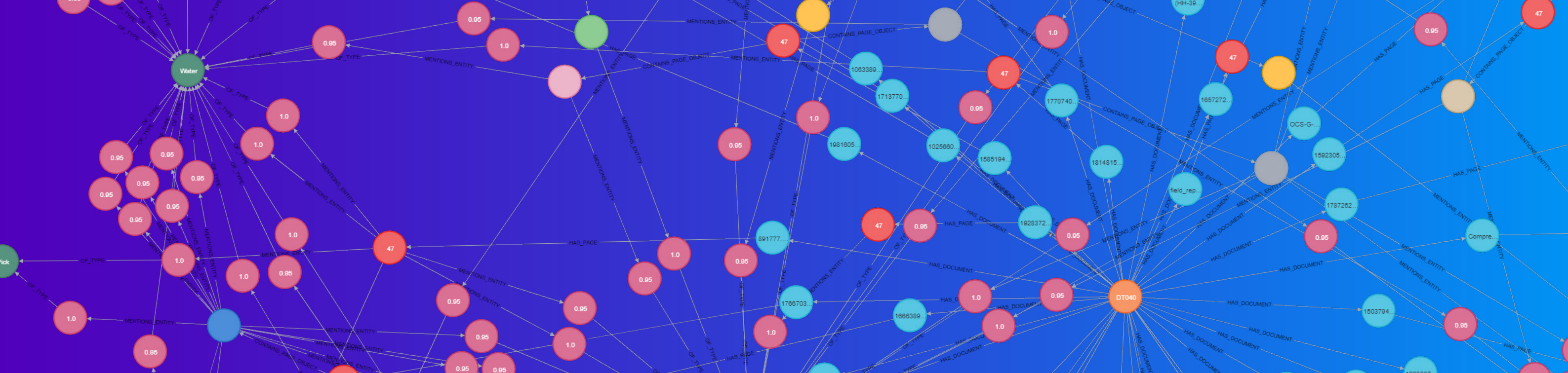
CGG Services (UK) Limited is a subsidiary of the French CGG SA Group ([www.cgg.com](http://www.cgg.com)), a global geoscience technology leader. Employing around 3,400 people worldwide, CGG provides data, products, services and solutions in Earth science, data science, sensing and monitoring. Our unique portfolio supports our clients in efficiently and responsibly solving complex digital, energy transition, natural resource, environmental, and infrastructure challenges for a more sustainable future.

Within the CGG Group of Companies, CGG Services (UK) Limited mainly conducts its business through offices spread across the UK, which provide a wide range of environmental, geological and geoscience services, alongside a multi-client library of data available for licence.

CGG Services (UK) Limited had a 2022 turnover of more than £36 million.







## CGG'S SUPPLY CHAINS

CGG Services (UK) Limited's supply chain encompasses rental and maintenance of its facilities and IT equipment. During 2022 UK Suppliers (with \$10K+ spend) represented 73.3% of the supply chain and 86.4% of the 2022 spend.

In 2022, CGG Services (UK) Limited purchased 86.5% of supplied goods and services from 'low risk' suppliers based in countries that have ratified at least nine of the [eleven International Labour Organisation](#) ("ILO") fundamental instruments, which include forced labour (C020, P029, C105), child labour (C138, C182), discrimination (C100, C111), freedom of association (C087, C098) and occupational safety & health (C155, C187). This represented 95.6% of the 2022 spend.

In addition, 6.6% of the UK supply chain purchases were made through US-based suppliers (equalling 2% of the total 2022 spend). Although the US has not signed all eleven 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 manage the risk of modern slavery and human trafficking in its supply chain, CGG Services (UK) Limited follows the CGG Group policies and management systems, which function in line with the Modern Slavery Act requirements.

The [CGG Business Code of Conduct](#), available in ten languages, sets out the rules and expected behaviour 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 its subcontractors and suppliers to respect the same principles. During 2022, the Business Code of Conduct continued to be promoted using a variety of communication channels, including; Company Newsflashes, Town hall meetings, company Intranet, internal Newsletters and UK-wide endorsement emails from senior Management being cascaded.

Furthermore, the Group's HSE Policy stipulates that CGG, as a member of the United Nations Global Compact (UNGC) since 2007, recognizes all underlying international ILO conventions and laws, and complies with all applicable national and industry regulations.

The 'Caring for Human Rights and Communities' document is available to all employees. It reaffirms CGG's top-management commitment to respect and promote human rights, and details rules and recommendations related to the eleven fundamental international ILO conventions, including the C029 convention on forced labour. It also clearly 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). These workers 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. During 2022, this group represented 0% of the CGG UK employee population.

The Group-level CGG [Ethics Committee](#) endorses and communicates the Business Code of Conduct, ensuring that our standards are widely distributed and that all CGG employees are properly trained in this topic. Employees and third parties can contact the Ethics Committee at any time (directly or anonymously) via the [EthicsPoint Hotline](#), hosted by NAVEX Global, an independent third party, to report concerns or alleged violations in relation to our Business Code of Conduct.

The number of global alerts received by the Ethics Committee are reported in the annually published '2022 Universal Registration Document' in section 3.4 as one of the Business Ethics KPIs. In 2022, six cases were reported to the Ethics committee which investigated them and concluded with an official report and recommendations.

During 2022 UK employees were regularly reminded of the ways to contact our Ethics Committee via a variety of communication channels including; company intranet and social media, plus UK-wide emails.

As part of the initiative to identify risks inherent and relevant to its activities, CGG conducts a Sustainability Materiality analysis every three years. The results from the most recent analysis and resulting key focus areas can be found in the Chapter 3 – Non-Financial Statement in the '[2022 Universal Registration Document](#)' found in the Investors section at [CGG.com](#).

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.

## 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 Purchasing department has regularly updated [CGG Supplier Code of Business Conduct](#) document, which describes the minimum social and environmental standards expected from CGG suppliers, in particular regarding compliance with fundamental conventions on Labour and human rights.

During 2022 all new UK Suppliers were asked to comply with this document during their registration process to become a CGG UK Supplier, and we achieved 100% compliance with this.





## TRAINING TO RAISE AWARENESS

CGG trains personnel and partners 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 in ethical practice and the principles and commitments of our Business Code of Conduct. Endorsed by the Ethics Committee, it is reinforced by the implementation of an e-Learning course for all employees, which was introduced in 2012.

CGG has a series of six mandatory online training programs that all current CGG employees must periodically complete, and which are included in our onboarding of new employees. These include; Prevention of Discrimination & Harassment, Anti-Corruption Awareness, Information Security Awareness (InfoSec) 2021, Ethics@CGG, Trade Compliance Awareness 2021, and a new course entitled 'Introduction to IDEA@CGG' which explores Inclusion, Diversity, Equity and Action within CGG.

## CGG'S EFFECTIVENESS IN COMBATting SLAVERY AND HUMAN TRAFFICKING

During 2022, CGG Services (UK) Limited continued its internal human rights audit for the lowest paid workers in our organisations in our UK sites. Any observations, or findings, were presented to senior

management and acted on.

CGG UK observed its second 'Anti-slavery Day' campaign on 18th October 2022, with UK-wide activities and initiatives to raise awareness of how our employees can recognise the signs of it in their everyday lives. Accompanying promotion was provided via internal communications channels, plus printed and digital displays.

## CGG'S PLANNED IMPROVEMENTS FOR 2023

Following a review of the effectiveness of the steps we have taken [during 2022] to ensure that there is no slavery or human trafficking taking place in our supply chains we intend to take the following further steps during 2023 to combat slavery and human trafficking:

- Continue to review and expand the internal human rights audit for the lowest paid workers in our organisations in all our UK sites.
- To expand the awareness of the risks of Modern Slavery and Human Trafficking within our UK employee base using the new internal social media communities.
- Research into CGG Services (UK) Limited offering awareness/training sessions from a modern slavery prevention charity (e.g. Unseen) with the aim to continue to raise awareness of, and educate, employees from across all the UK departments during 2023 in the potential threat of Modern Slavery.

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, 2022. It was approved by the Board of CGG Services (UK) Limited.

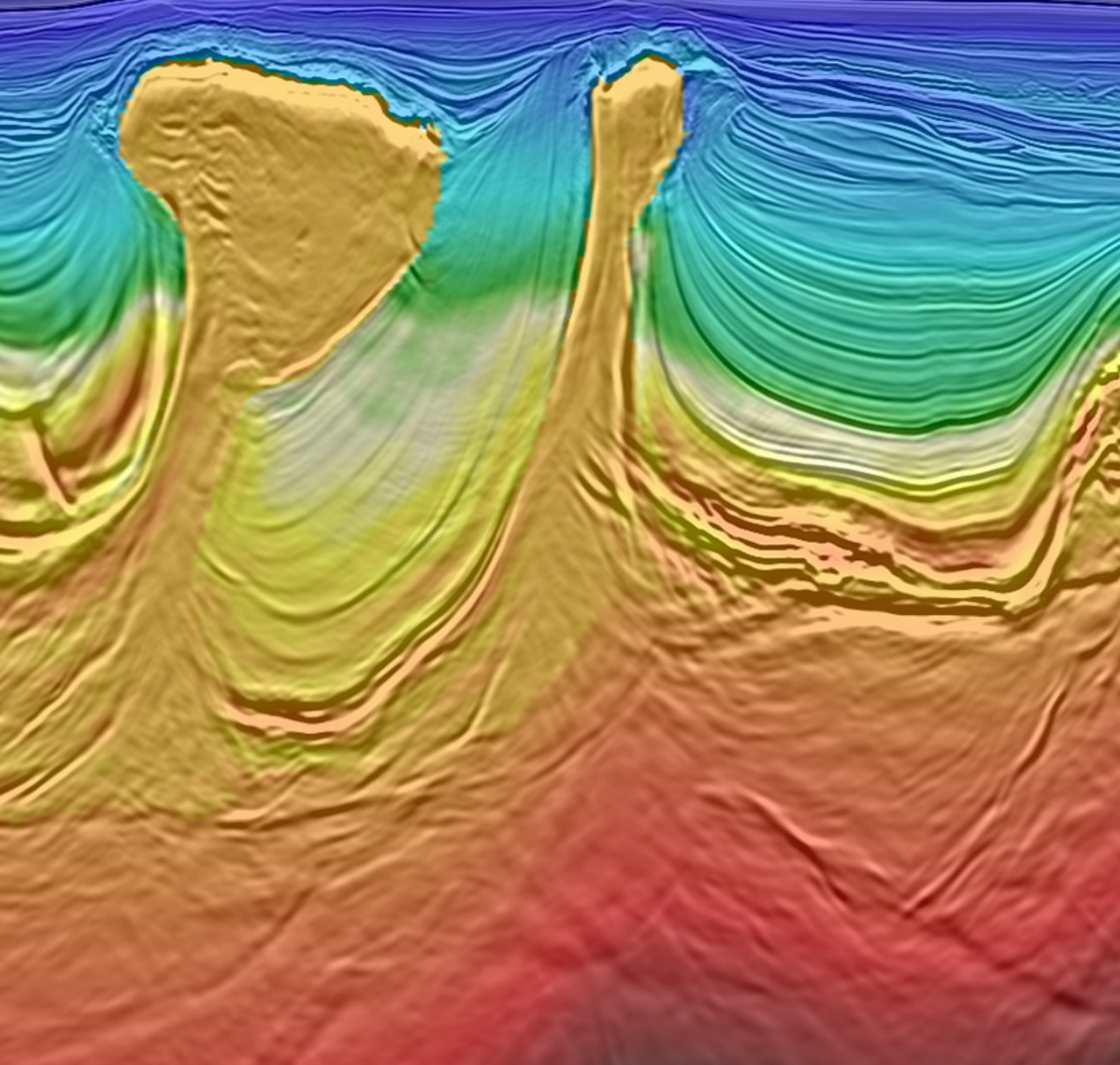
Crawley, September 2023.

Peter Whiting

Director

CGG Services (UK) Limited





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