



CGG SERVICES (UK) LIMITED UK MODERN SLAVERY ACT STATEMENT 2023



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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.

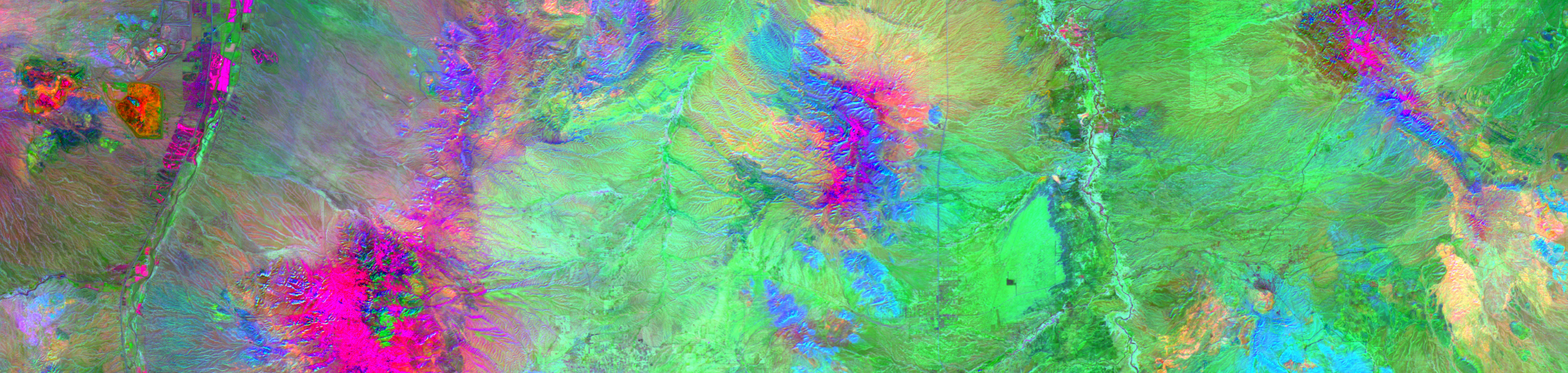
ORGANISATION STRUCTURE AND BUSINESS

CGG Services (UK) Limited is a subsidiary of the French Viridien Group (www.viridiengroup.com), an advanced technology, digital and Earth data company that pushes the boundaries of science for a more prosperous and sustainable future. With our ingenuity, drive and deep curiosity we discover new insights, innovations, and solutions that efficiently and responsibly resolve complex natural resource, digital, energy transition and infrastructure challenges. Viridien employs around 3,500 people worldwide and is listed as Viridien on the Euronext Paris SA (ISIN: 0013181864).

Within the Viridien 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 2023 turnover of more than £36 million.





CGG UK'S SUPPLY CHAINS

CGG Services (UK) Limited's supply chain encompasses rental and maintenance of its facilities and IT equipment. During 2023 UK Suppliers (with \$10K+ spend) represented 79.2% of the supply chain and 92.8% of the 2023 spend.

In 2023, CGG Services (UK) Limited purchased 94.1% 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 97.7% of the 2023 spend.

In addition, 2.7% of the UK supply chain purchases were made through US-based suppliers (equaling 0.3% of the total 2023 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 UK POLICIES ON MODERN SLAVERY

To manage the risk of modern slavery and human trafficking in its supply chain, CGG Services (UK) Limited follows the Viridien Group policies and management systems, which function in line with the Modern Slavery Act requirements.

The [Viridien 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, Viridien 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. Viridien expects all its subcontractors and suppliers to respect the same principles as detailed in the '[Viridien Supplier Code of Business Conduct](#)' document which all Suppliers must comply with during their registration process.

During 2023, the Business Code of Conduct continued to be promoted using a variety of communication channels, including; Company Newsflashes, Town hall meetings, company Intranet and internal social media channels.

The Group's HSE Policy stipulates that CGG Services (UK) Limited, recognizes all underlying international ILO conventions and laws, and complies with all applicable national and industry regulations.

The internal 'Caring for Human Rights and Communities' document is available to all employees. It reaffirms Viridien'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 Viridien 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 Viridien 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 2023, this group represented 0% of the CGG Services (UK) Limited employee population.

The Group-level Viridien [Ethics Committee](#) endorses and communicates the Business Code of Conduct, ensuring that our standards are widely distributed and that all Viridien 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 '[2023 Universal Registration Document](#)' in section 3.4 as one of the Business Ethics KPIs. In 2023, 8 work related claims were reported globally to the ethics committee. The main issues raised by these complaints related to conflicts of interest and human resources issues such as alleged compensation discrimination, unfair treatment, or harassment. All claims were investigated by the Ethics Committee which concluded with an official report and recommendations. No violation or incident with regards to Human Rights were confirmed in 2023.

During 2023 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. Four worldwide email and office posters awareness campaigns were also run plus a specific communication promoting the new features of Viridien's EthicsPoint hotline.

As part of the initiative to identify risks inherent and relevant to its activities, Viridien 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 '[2023 Universal Registration Document](#)' found in the Investors section at [Viridiengroup.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.

SUPPLIERS' ADHERENCE TO OUR VALUES

As stated in the Business Code of Conduct, Viridien is committed to managing suppliers and subcontractors to ensure their respect of human rights. The Purchasing department has regularly updated [Viridien Supplier Code of Business Conduct](#) document, which describes the minimum social and environmental standards expected from the Viridien suppliers, in particular regarding compliance with fundamental conventions on Labour and human rights.



During 2023 all new UK Suppliers were asked to comply with this document during their registration process to become a CGG Services (UK) Limited Supplier, and we achieved 100% compliance with this.

TRAINING TO RAISE AWARENESS

Viridien 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 Viridien 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, and in 2023 workshops and presentations on the Code of Business Conduct, the Ethics Policy and Compliance program were organized throughout the year for the business lines, the support functions and the country managers.

Viridien has a series of six mandatory online training programs that all current Viridien 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), Ethics@CGG, Trade Compliance Awareness, and 'Introduction to IDEA@CGG' which explores Inclusion, Diversity, Equity and Action within Viridien.

CGG UK'S EFFECTIVENESS IN COMBATTING SLAVERY AND HUMAN TRAFFICKING

During 2023, 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 Services (UK) Limited observed its third 'Anti-slavery Day' campaign on 18th October 2023, 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 SERVICES (UK) LIMITED PLANNED IMPROVEMENTS FOR 2023

Following a review of the effectiveness of the steps we have taken [during 2023] to ensure that there is no slavery or human trafficking taking place in our supply chains we intend to continue the following during 2024 to combat slavery and human trafficking:

- Review and expand the internal human rights audit for the lowest paid workers in our organisations in

all our UK sites.

- Expand the awareness of the risks of Modern Slavery and Human Trafficking within our UK employee base using the new internal social media communities.
- Continue to explore offering awareness/training sessions to raise awareness of, and educate, employees from across all the UK departments during 2024 in the potential threat of Modern Slavery.

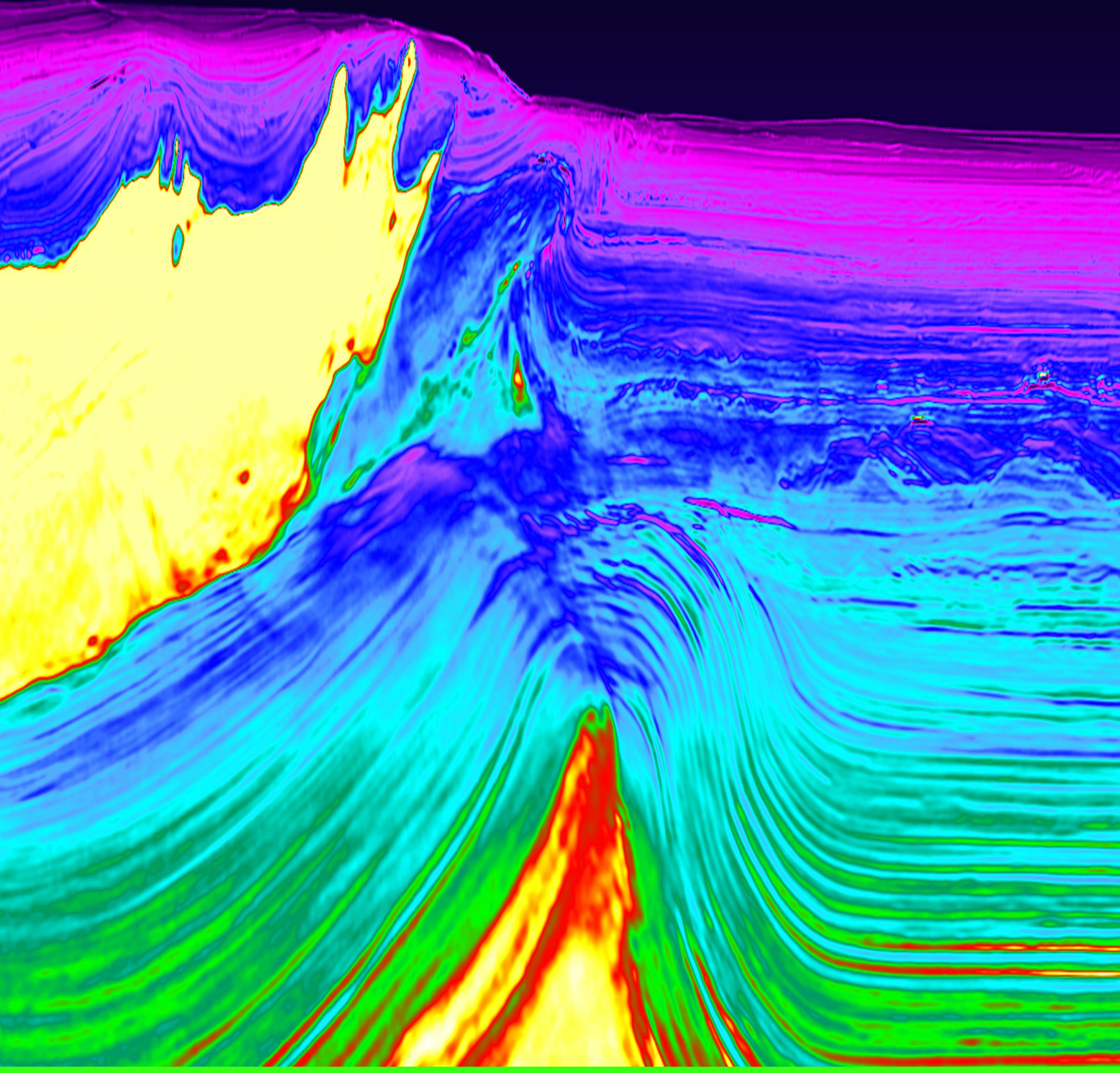
This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 31, 2023. It was approved by the Board of CGG Services (UK) Limited.

Crawley, June 2024.

Peter Whiting

Director

CGG Services (UK) Limited



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