
Ethics & Independence

Sercel Suppliers Code of Business Conduct



Competition
Intellectual Property
Specifications
Non disclosure
Vendors
Orders
Service Cost
Portal
Innovation
Purchasing Mission
PURCHASING
On Time
Design to Cost
Développement durable
Quality
HSE
Safety
Ethics
Communication
Implication
Risk Management
Reactivity
Respect
Booking
Terms and Conditions
Price
Partnership
Global compact
Business continuity
Contract
Engagement
Conformity
Chart
Performance
Logistics
Independence
Strategy



Introduction

Our Group is a member of the United Nations Global Compact since 2007 and recognizes its ten principles on which this Code is based, including: (i) The Universal Declaration of Human Rights, (ii) The International Labor Organization's Declaration on Fundamental Principles and Rights at Work, (iii) The Rio Declaration on Environment and Development and The United Nations Convention against Corruption.

Sercel has set up a Business Code of Conduct that applies to all and drives our purchasing policy. (<http://www.sercel.com/about/Pages/code-ethics.aspx>).

Our Suppliers are an integral part of the business operations of Sercel, We aim to build with them fair trade, honest and sustainable relationship, and we focus our business relations with Suppliers who conduct business in a safe, legal and ethical manner with respect for employees, local communities and the environment.

The present Suppliers Code sets the basic standards we expect you as a Sercel's Supplier to comply with.

Consequently, we request you to ensure that your operations are undertaken in accordance with the commitments of this document.

Compliance with Law and Regulations

• General Compliance

We strictly comply with trading, social and environmental rules and require the same from our partners.

You must abide by all applicable laws and regulations, in particular those related to (but not limited to) export, import, trade control, anti-corruption, anti-trust/competition, environmental stewardship, data privacy and social responsibility.

• Trade Compliance

Suppliers shall strictly comply with, and adhere to, all applicable U.S. and or European Union laws and regulations pertaining to economic sanctions laws, trade, import and export control. Specifically, Supplier shall not – directly or indirectly – import or otherwise release or dispose of any equipment, product, commodities, services, software, source code, or technology sourced from a country subject to sanctions (such as but not limited to North Korea, Iran, Syria...) or from a person or entity of a country subject to sanction.

• Conflict Minerals

You must exercise due diligence on your supply chain to reasonably assure that the tantalum, tin, tungsten and gold potentially used in your products/components do not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country.

• Information and communication

Suppliers must provide us with the information we necessarily need to operate our activities with regards to customs, and any import/export partner in relation with customs agents

- Country of Origin Certificates for the goods you deliver to us
- Custom codes as per International Classification of the delivered goods

You must operate due diligence regarding dual use items and inform us in any case.

Business Integrity and Ethics

Our purchasing team aims to be a reference regarding ethics in our business relationship with our suppliers.

We truly respect the confidentiality of the offers that we receive.

We do not transmit any information of your concern to your competitors.

Sercel categorically rejects any sort of corruption and complies with any national law (in particular: the US Foreign Corrupt Practices Act, the UK Bribery Act...).

We do not accept invitations for recreation events, nor gifts - exception made for

- (i) objects of negligible value with your brand name mentioned on it and
- (ii) reasonable confectionaries.

A similar commitment is expected from Sercel suppliers.

• You must:

- Protect Sercel confidential information or/and proprietary information and personal data from any unauthorized disclosure and shall only use this information for legitimate business purpose.
- Refrain from trading in securities or encouraging others to do so based on confidential information received from Sercel.
- Use Sercel's assets in a responsible manner and only for legitimate business purposes.
- Abstain against fraud and refrain from any money laundering activities.
- Avoid any conflict of interest (potential, actual, or perceived), in particular when personal interest may influence professional interests.
- Reject any form of corruption: active or passive, private or public, direct or indirect. Facilitation payments are totally prohibited.
- Not propose to, give to or receive from Sercel's employees, Sercel's representatives or any other persons (including public officials) any gift, entertainment invitation, hospitality, meals unless they are reasonable in term of amount, occasional, in the ordinary context of business relations, and transparently recorded in the accounts and legally permitted. Gifts of cash or cash equivalents are prohibited. Gifts, entertainment invitations, hospitality meals are prohibited when they may unduly influence an imminent decision.
- Follow a fair process in the selection of your suppliers and subcontractors.
- Posting on Social Media videos or pictures or other types of content of Sercel's working places, equipment, assets or other information is subject to Sercel's prior written, approval.
- Keep accurate records of all matters related to your activities with Sercel.

Human and Labor rights

• You must:

- Respect the personal dignity, privacy and rights of each employee.
- Not employ workers under the age of 16 or such higher age. For young workers aged between 16 and 18, International Labor Organization rules and applicable national regulations shall be complied with.
- Not tolerate any unacceptable, humiliating, threatening, abusive or exploitative treatment of employees or engage/support trafficking in human beings.
- Not make anyone work against his/her will and must allow employees to freely leave employment after reasonable notice.
- Recognize, as far as legally possible, the right of free association and collective bargaining of employees and to neither favor nor discriminate against employees' representatives or members of employee organizations/trade unions.
- Avoid all types of discrimination and promote equal opportunity and fair treatment of employees.
- Provide fair remuneration and not make wage deductions for disciplinary reasons.
- Comply with the maximum number of working hours, overtime, and rest periods laid down in applicable laws.

Human and Labor rights

• You must:

- Ensure the health, safety and security of all employees at the workplace.
- Control hazards and take the best precautionary measures against accidents and occupational diseases.
- Provide training and ensure that employees are educated in health, safety and security issues.
- Avoid human rights abuses when using security resources.
- Prevent or minimize environmental impacts and strive to make continual improvement in environmental protection.
- Guarantee that your products are free from CMR (Carcinogenic, Mutagenic or toxic to Reproduction) and inform Sercel of any potential harmful impact of your products on human health and the environment.
- Deliver your parcels in accordance with our logistic requirements.

Further Information

You must promote the above principles of the Suppliers Code of Business Conduct within your own supply chain and encourage your own suppliers to support them and comply with them.

Our relationship is based on professionalism, integrity, trust and respect. You may also demonstrate your commitment to those principles through compliance with your own code of conduct or company policies that embrace these principles. However, Sercel may verify your compliance to these principles by any of the following methods: self-assessment, on site-audit, certification or statement.

Any non-compliance with this Code of Conduct can be a sufficient reason to terminate the business relationship with a supplier.

Questions or report of any violation in relation with this Code must be directed to the Ethics Committee (ethicscommittee@CGG.com).

Besides, we blame any retaliation against internal or external parties having honestly declared a potential violation of any law or of any Sercel codes and policies or for a participation in a survey, a procedure or an audit.



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