

Our Business Principles



<http://theplatform.geoservices.com>

Geoservices' Intranet

To log on The Platform, simply type in <http://theplatform.geoservices.com> and use your current company login and password.

If you do not have a password, you must use a computer in a Geoservices office to connect to <http://directory.geoservices.com> and click on “Forgot your password?”

For any help, please contact the Service Desk on **8000** for IP phones or **+33 1 57 32 33 12** for other phones systems

You can also send an e-mail to: service.desk@geoservices.com

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“Geoservices mission is to deliver high value technical services to oil and gas producers anywhere in the world, via well trained, customer-oriented personnel working to the highest standards of safety and quality. Our focus is on Mud Logging, Well Intervention and Field Surveillance”.

Pioneering Technology Worldwide

We believe that we cannot do good business without caring about ethics. Only the combination of both produces the best long-term results for all our stakeholders. Ethical business sits at the heart of the Geoservices Group. It is part of who we are; our heritage, our processes and the way we behave.

Our Business Principles reflect and reinforce this conviction. Through them we continue to play a positive part in society, grow shareholder value, attract and develop the best kind of people.

We are judged by how we act and our reputation will be upheld if each one of us acts in accordance with our Business Principles.

Our reputation and our future success are critically dependent on compliance, not just with the law, but with the highest ethical standards. These Business Principles are an important commitment by our company and will help us to reinforce the strength and culture of Geoservices so that we can continue to introduce “pioneering technology worldwide”.

Philippe Salle, Chief Executive Officer

Living our Values

Dedication to Customer

We deliver services that enhance our customers' performance and build on their loyalty and trust. We address our customers' challenges by listening to their needs, anticipating and jointly planning to deliver on our commitments.

Care for People

We recruit talented people and strive to provide them with a stimulating work environment offering respect of individuality, reward for initiative and achievement, ample training and challenging opportunities.

We promote effectiveness by encouraging people to work together.

Passion for Innovation

We are passionately committed to innovation in all areas of our activities in order to constantly fulfil our customers' expectations. With creativity and agility, we aspire to do what has never been done before.

Excellence in Action

We are driven by the quest for excellence as the root of all of our actions through the delivery of high quality services and dedication to the highest health and safety standards. We constantly raise the bar towards higher levels of discipline and achievement.

Connected with the Environment

We respect the environment by implementing principles of sustainable development and efficient management of resources. We have the highest regard for the countries and communities that accommodate our activities.

Developing the Appropriate Competencies

Dedication to Customer

Commitment: this is about focusing on our internal/external customers and constantly addressing their requests and seeking out new opportunities. We need to succeed and move quickly to seize opportunities, respond to challenging goals and take considered risks where appropriate.

Reliability: this is about taking rational decisions to deliver work on time, to agreed standards and getting results. We need to provide all customers with an accurate and a sustainable level of service to fulfil our promises and therefore establish a relationship based on trust and partnering.

Care for People

Working Together: this is about actively sharing knowledge and working effectively within and across teams and boundaries. We all need to look for ways to add value by cooperating locally and globally throughout Geoservices.

Inspiring People: this is about actively working to build everyone's capabilities to develop the business. We need to display strong commitment to development and be willing to involve and empower others. Engage people and encourage them to accomplish great things, recognize, appreciate and reward achievers.

Passion for Innovation

Initiative: this is about proposing and taking day-to-day initiatives to ensure we provide the best service level to our stakeholders. We need to work together to encourage people's ideas and take calculated risks in the interest of the business.

Creativity: this is about being radical and imaginative to propose incremental changes or breakthrough innovations. We need to mobilize all areas of our activities to challenge comfort zones in order to create and propose new solutions for the benefit of all stakeholders. All of us have a role to play in proposing continuous improvement and changes.

Excellence in Action

Accountability: this is about making sure everyone clearly understands and lives up to their role and responsibilities. We need to deliver agreed commitments, take ownership and learn from feedback on performance. Take responsibility for ensuring collaborative and effective working with teams to deliver results.

Autonomy: this is about ensuring everyone takes appropriate actions that add value to the business. We need to be aware of our own personal style and our effect on others. Engage ourselves and people to accomplish great things with a high level of discipline and achievement.

Connected with the Environment

Integrity: this is about honesty and pride. We need to act as a role model with all our stakeholders and inspire trust and respect. We are proud to develop fair and honest relationships whilst being recognized as a serious and credible partner by our stakeholders.

Inclusion: this is about everyone living our values. Everyday, we need to recognize and value individual contributions, ideas and cultures and work to create maximum worth for the stakeholders.

Respecting our Code of Conduct

Health, Safety, Environment and Quality (HSEQ)

Each employee is responsible for ensuring that all the activities of Geoservices that are dependant on them are performed in accordance with the Health, Safety, Environmental and Quality standards of the Group. The Group is pledged to being in compliance with its HSEQ standards and to actively promote their application.

Integrity and Transparency

Geoservices carries out its business in a responsible and transparent manner vis-à-vis all its stakeholders. Geoservices takes care to sustain its activities by protecting the resources of the company.

Each employee shall have loyal and honest relationships with customers and suppliers in strict compliance with the contracts, laws and regulations in place. Invitations and gifts offered and received must remain within acceptable limits both in terms of use and in compliance with anti-corruption laws. In case of doubt, management must be consulted.

Ongoing Verification & Audit

Geoservices carries out internal and external controls and verification in order to protect, measure and develop its business.

Strict and rigorous procedures are in place to evaluate the performance of the business and to favour its continuous development.

Each employee is involved in these controls and is responsible for the effective functioning of the Group.

A process of measurement and reporting has been implemented at all levels (financial, management, business units ...) and codes and procedures have been developed over a wide range of subjects.

Respect for Laws and Regulations

Geoservices is committed to respect the law and the standards and regulations that govern the profession in each country throughout the world.

The Group is committed to the fight against corruption, insider trading, conflicts of interest, money laundering, unfair competition, political interference and the abuse of alcohol and illicit substances.

Ethics and Social Responsibility

Geoservices is committed to respecting human rights, especially those of its employees. The diversity of its employees enriches the culture of the company and contributes to its commercial success. Each employee is taken into consideration and has rights and duties that Geoservices assigns to them in a clear and open manner.

Invention and Intellectual Property

Each employee is responsible for protecting the confidentiality of information available to him through his work. By virtue of their contract of employment all employees have an obligation throughout their employment not to communicate to others, in an oral, written or electronic way, any information or documents obtained through the exercise of their work, and not to publish any article on scientific or technical subjects related to their work, without prior agreement of the Company. Subject to law these obligations remain in force even after an employee's departure from the Group.

In the same way each employee is required to disclose all discoveries, inventions, innovations and enhancements, patentable or not, conceived during their contract with Geoservices, regardless of whether they are discovered while carrying out their normal functions or not. Only Geoservices can decide whether to apply for a patent or not, or register a model or design, in its sole name, either for France or any other country.

Committing to Sustainable Development

Geoservices' commitment to Sustainable Development is both environmental and societal. Geoservices puts people at the heart of its commitment to Sustainable Development. This is why Geoservices tends to develop initiatives and projects that are environmentally responsible and sustainable at all levels. The company supports and encourages the efforts of its stakeholders to provide and maintain a pleasant and safe working environment. Geoservices' strength lies in the diversity of its personnel and its presence worldwide. Geoservices considers it to be its duty to invest in the development of its employees. Innovation and excellence are the heart of the Geoservices culture, and the reason why our commitment also includes investment for the development of new, more environmentally friendly technologies and other innovations to improve our standards of Health, Safety and Quality.

In July 2008, Geoservices became a United Nations Global Compact Charter signatory.

For more information about our HSEQ policies: [www.geoservices.com / Our Company / Sustainable Development / HSEQ policies](http://www.geoservices.com/OurCompany/SustainableDevelopment/HSEQpolicies)
For more information about the Global Compact Charter: [www.geoservices.com / Our Company / Sustainable Development](http://www.geoservices.com/OurCompany/SustainableDevelopment)

Communicating with One Voice

The Geoservices Communications department is responsible for centralizing, coordinating and validating all demands for communication using diverse media and communications with the press.

On a permanent basis, each employee of the group agrees never to provide information or documents obtained in the workplace to third parties, and not to publish any institutional, commercial, scientific or technical article without prior agreement from the company. Each employee is responsible for the corporate image and undertakes never to take a political position on behalf of the company, except with prior written approval.

Completeness

None of the company's statements of principle can anticipate all situations. It is therefore incumbent upon each employee to apply the principles outlined in this document in the most appropriate way and to exercise good judgment as regards his own particular situation. If the reading of this document brings a particular issue to mind, please do not hesitate to discuss it with your manager.

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