



Environmental Policy

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Introduction

European Geophysical Services Limited maintains the highest standards of ethical behaviour in all of our business dealings. We are committed to conducting ourselves fairly, honestly and lawfully in all business dealings and relationships.

Purpose

The purpose of this policy is to state the Company's position on and to provide information and guidance on environmental matters. This policy:

- sets the minimum requirements and procedural steps that all Company Personnel must follow in order to comply with this policy. Each jurisdiction may impose additional, more onerous requirements to meet their local obligations but cannot reduce the requirements of this policy; and
- provides information and guidance to those working for the Company on how to recognise and manage bribery and corruption.

Scope

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners, sponsors, or any other person associated with us, wherever located ("Company Personnel"). It is the responsibility of Company Personnel to ensure that they are acquainted with this policy and any subsequent updates.

In this policy, third party means any individual or organisation you come into contact with during the course of your work and includes actual and potential clients, suppliers, distributors, business contacts, agents, advisers, government and public bodies, including their advisors, representatives and officials, politicians and political parties.

Policy

The Company takes its environmental responsibilities seriously. We aim to manage our operations in a way that is environmentally sustainable, economically feasible and socially responsible. We are committed to minimising our impact on the environment and managing the effects of a changing climate on our business and supply chain.

We do this by embedding a culture that considers sustainability and environmental impact within business processes and recognising that every team member across the Company has a responsibility to consider the environment in our day-to-day operations.

Individual business procedures ensure that our operations meet the requirements of environmental legislation. 'Ways of working' exist to protect the environment, prevent pollution, and mitigate the Company's environmental impacts by considering a lifecycle perspective to all operations and products, embedding sustainability into all our activities and processes.

We aim, via targets set, to reduce carbon emissions, energy, packaging, and waste. We have clear objectives to ensure continuous improvements in environmental performance and management.

Commitments

- Monitor progress on environmental standards and objectives by adopting regular internal monitoring procedures.
- investigate incidents to reduce the chance of reoccurrence.
- use impact assessments to identify opportunities for improvement.
- encourage and evaluate feedback from all, on our environmental management.
- liaise assertively and honestly with regulators.
- review environmental trends and progress.
- review key environmental issues at least every six months.

To manage our day-to-day environmental impact, we shall:

- comply fully with all applicable environmental legislation and regulation – striving to go beyond legal compliance.
- actively reduce our environmental impact, including in the areas of water, waste, energy, and carbon.
- track and reduce energy use and greenhouse gas emissions.
- minimise the impact of waste on the environment by promoting and facilitating the waste hierarchy (reduce, reuse, recycle) whilst managing waste in a responsible and compliant manner.
- Look to integrate environmental consideration into product design and/or provision of services (e.g., circularity and lower carbon transportation) – adopting lifecycle analysis principles.
- Minimising reliance on raw materials and consider recycled or renewable materials where feasible.
- manage the property portfolio by considering sustainable construction, refurbishment, and maintenance practices.
- engage with team members to raise awareness of sustainability, communicating environmental targets to promote good practice and encourage collective commitment to reducing environmental impacts.

To continually improve how we manage environmental impact, we shall:

- monitor progress on environmental standards and objectives by adopting regular internal monitoring procedures.
- implement effective emergency response procedures, as/when required.
- investigate incidents to reduce the chance of reoccurrence.
- use impact assessments to identify opportunities for improvement.
- encourage and evaluate feedback from all, on our environmental management; liaise assertively and honestly with regulators and other interested stakeholders.
- regularly review key environmental performance.

To ensure effective governance on our impact on the environment, we shall:

- establish and maintain effective environmental systems as part of any accreditations to manage any operational impact on the environment.
- identify, manage, and respond to environmental risks and opportunities via our frameworks.
- confirm that all levels of line management are responsible for day-to-day environmental management.
- transparently report on our environmental performance to all interested stakeholders.

We expect all our team members, in all our Company of businesses, to engage fully with this policy and to share in our collective Company wide vision of achieving high environmental standards and minimising our environmental impact.

We shall ensure that this policy is regularly reviewed to ensure it remains fit for purpose and continues to promote these high standards of environmental awareness.

Training

Mandatory training on this policy will form part of the induction process for all new employees. All existing employees, workers and temporary employees will receive mandatory training and regular, relevant updates on how to implement and adhere to this policy as appropriate.

Responsibility for this Policy

The Managing Director has approved and issued this policy as part of their overall responsibility for ensuring that European Geophysical Services Limited complies with its legal and ethical obligations, and that all those under its control comply with this policy.

Management, at all levels, are responsible for ensuring those reporting to them are made aware of and understand this policy and are given adequate and regular training on it.

All Company Personnel must read, understand, and comply with this policy.

Disciplinary and other Action

Violations of this policy may result in disciplinary action, which could result in dismissal for gross misconduct.

Any queries on the application or interpretation of this policy as it applies to Company Personnel should be discussed with the Managing Director prior to any action being taken.

Management and Administration

The Managing Director will be responsible for the management of this Policy and has final authority over this Policy.

Any requests for changes to the Policy should be made to the Policy owner. Any changes shall be reviewed and approved in accordance with European Geophysical Services Limited policy review process.

Questions regarding this Policy, or suggestions for new policies or suggested changes to existing policies should be directed to the Managing Director.



James Whitford
Managing Director

Document Details

Owner: Managing Director
Approved By: Managing Director
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