

Global, 24 January 2020

Seabed Geosolutions (SBGS) is committed to sustainable development through the company's value system which includes its Vision and Values, Mission, Code of Ethics, its policies and practices related to occupational health and wellness, safety, security, protection of the environment, fair business practices, its principles-based, balanced approach to economic development, social progress and responsible environmental management. SBGS believes that these fundamental elements coexist and provide a livable, fair and viable outcome for the people and the environment, both for today and for future generations.

SBGS believes that its corporate social responsibility covers all internal and external stakeholders (employees, managers, shareholders, customers, suppliers, communities and the public). The company expects the involvement and commitment of all staff and management to support and promote SBGS' Corporate Social Responsibility & Sustainability Policy.

SBGS is a member of the United Nation Global Compact (UNG) and recognizes and incorporates the ten principles which are derived from the Universal Declaration of Human Rights, The International Labor Organization's Declaration on Fundamental Principles and Rights at Work, The Rio Declaration on Environment and Development, and The United Nations Convention against Corruption into its corporate strategies, policies and procedures. SBGS respects the indigenous people and their rights, as detailed in the United Nations' Declaration on the Rights of Indigenous People.

SBGS Corporate Social Responsibility & Sustainability is committed to integrating these initiatives into all elements of business planning and decision-making:

- 1) **Economic Development:** By establishing a transparent organizational governance, maintaining fair operating practices and actively working against corruption in its business practices to protect stakeholders.
- 2) **Social Progress:** By ensuring that employees are selected on the basis of their ability to do the job, encouraging freedom of association, eliminating discrimination, establishing partnerships with local organizations and global institutions, and investing or taking part in projects with social goals benefiting local communities.
- 3) **Environmental Protection:** By protecting the biodiversity where SBGS operates, promoting initiatives to encourage environmental responsibility, encouraging development, establishing compliance with all applicable legislation and requirements, developing an open and constructive relationship with environmental groups, external and internal stakeholders, conducting project environmental risk assessments and adopting waste management performance, and ensuring that activities within our own operations do not cause harm to the environment.

SBGS is committed to continuously improving sustainability performance through periodic reviews of the Corporate Social Responsibility & Sustainability policy. Line Management has responsibility for specific objectives which support this policy.



Stephan Midenet
CEO