



QA PROCEDURE • HSEQ • Governance
Human Rights Standard

1. PURPOSE AND SCOPE

- The purpose of this standard is to set out principles for how PGS (the Company) and its employees shall act to ensure respect for the Human Rights of both our employees and those who come into contact with our activities globally.
- This standard applies to all PGS employees.
- In situations where PGS does not have full control in a joint venture, we shall make sure that our partners share our high standards and act in accordance with the internationally recognized Human Rights standards.

2. PRINCIPLES

The PGS Code of Conduct and the principles expressed in the UN Universal Declaration of Human Rights and ILO Core Conventions on Labor Standards shall be used as guidance for the Company to uphold PGS' values throughout all global activities. These values shall not be compromised and the Company is prepared to sacrifice revenue, when necessary, in order to preserve them.

At PGS:

- We shall conduct our business responsibly, with utmost respect for the dignity and rights of all people across our global operations, as reflected in our Code of Conduct and Core Values.
- We shall treat our employees and business counterparts **fairly** and **without discrimination** on the basis of ethnicity, color, sex, national origin, religion, age, marital status, veteran status or disability. This is further defined in our PGS Group People Policies.
- We shall not tolerate any form of **harassment** that creates an intimidating, hostile, or offensive work environment. Also defined in our PGS Group People Policies.
- The **health and safety** of all people we work with shall always be the first priority in making the daily choices in worldwide operations. We strive to establish and maintain best practice HSEQ culture in PGS and throughout our industry.
- We shall support **freedom of opinion and association** and shall recognize our employees' rights to **collective bargaining**. Also defined in our PGS Group People Policies.
- We shall promote the **reporting of inappropriate situations** and suspected violations of laws, regulations, our company policies or other ethical concerns. We do not tolerate any **intimidation** or retaliation against anyone making such a report. This is further defined in our Anti-Corruption Policy and PGS Group People Policies.
- We shall strive to maintain the **privacy and confidentiality** of our employee's personal data, our business counterparts and all information which is proprietary to PGS. This is further defined in our Personnel Data Quality Policy and Principles.
- We expect from our suppliers and sub-contractors to share our code of conduct and human rights principles which preclude the use of **forced or child labor**. Also defined in our PGS Group People Policies.

3. RESPONSIBILITIES

- The Company's Compliance Function shall issue any associated documentation for this standard.
 - Each Company Business Unit shall ensure that the Company business is undertaken in compliance with this standard.
 - All Company Personnel shall comply with this standard.
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References

Type	Title	Number
IMS Documents	HSEQ Policy	HSEQ-GOV 1063
IMS Documents	People Policy	COR-GHR 1068
IMS Documents	Anti-Corruption Manual	COR-COM 0809
IMS Documents	Anti-Corruption Procedure	COR-COM 0810
IMS Documents	Code of Conduct	COR-COM 0563
WebLink	ILO Core Conventions on Labor Standards	
WebLink	UN Universal Declaration of Human Rights	