

# Conflicts Minerals Policy



Expro is firmly convinced that the respect and support of fundamental human rights is essential for building a better future for our company and the communities in which we do business. This belief is expressed in the Expro Human Rights Policy, which we promote within our sphere of influence, expecting our suppliers, contractors, and other business partners to adhere to these standards.

To support these values, Expro is committed to responsible sourcing and avoids knowingly using minerals that may be linked to human rights abuses. This commitment includes Conflict Minerals, currently designated as tin, tungsten, tantalum, and gold (3TG) from conflict-affected and high-risk areas \* ("CAHRAs").

## Conflict Minerals

Expro makes reasonable efforts to trace the source of any Conflict Minerals contained in products that we manufacture ourselves, contract to manufacture or source otherwise. We seek to avoid knowingly using Conflict Minerals (or indeed any other materials, products, or goods) from sources that support or fund inhumane treatment of workers, including human trafficking, slavery, forced labor, child labor, torture, and war crimes.

Expro reports annually to applicable government agencies regarding Conflict Minerals. This policy is not intended to ban procurement of Conflict Minerals or other products that originate in conflict-affected and high-risk areas, but to promote sourcing from responsible sources within those regions.

## Due Diligence Framework for Conflict Minerals

We have developed a set of processes to facilitate compliance with applicable laws mandating disclosure of the sources of Conflict Minerals contained in our products. Expro will make reasonable efforts:

- to know, and to require Expro suppliers to disclose the sources of Conflict Minerals used in its products; and
- to eliminate procurement, as soon as commercially practicable, of products containing Conflict Minerals obtained from sources that fund or support inhumane treatment.

Expro's suppliers are expected to assist us in complying with the disclosure requirements of applicable laws. Our standard terms and conditions impose a specific duty on our suppliers to provide information regarding the smelters in their supply chain.

We have implemented an internal management system overseen by the internal oversight committee and working to increase supplier engagement.

## Disclosure

Our direct suppliers are requested to complete the Expro Conflict Minerals Reporting Template to report their use of 3TG, the processing smelter or refiner, and the country and mine of origin. Expro direct suppliers are expected to request necessary Conflict Minerals information from their own supply chain. If a supplier's response indicates that its products do not include 3TG, the supplier must certify this information. Further due diligence is performed by comparing supplier responses with Expro internal systems to crosscheck which materials are contained in a supplier's products and identify response discrepancies that may require additional follow-up with the supplier.

## Reporting a Concern

For the reporting of alleged violations, Expro has dedicated channels to provide a common, worldwide, and independent intake via telephone and web. The Expro Speak up Whistle Blower Hotline website provides country-specific instructions on how to report potential forms of misconduct.

## Expro ensures that this policy is:

**Communicated:** By explaining it during the employees' initial induction programme and following any subsequent changes.

**Implemented:** By regularly auditing Quality Management systems.

**Maintained:** By conducting Management reviews to verify the continued effectiveness of the Policy.