



CGG SERVICES (UK) LIMITED MODERN SLAVERY STATEMENT 2025



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This statement is made on behalf of the Board of CGG Services (UK) Limited pursuant to Section 54 of the Modern Slavery Act 2015. It outlines the steps taken during 2025 to prevent modern slavery and human trafficking within our business and supply chains.

We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to help ensure modern slavery is not taking place anywhere in our own operations or our supply chains.

ORGANISATION STRUCTURE AND BUSINESS

CGG Services (UK) Limited is a subsidiary of Viridien SA and part of the global Viridien Group ("**Viridien**") (www.viridiengroup.com), an advanced technology, digital and Earth data company that pushes the boundaries of science for a more prosperous and sustainable future. With our ingenuity, drive and deep curiosity we discover new insights, innovations, and solutions that efficiently and responsibly resolve complex natural resource, digital, energy transition and infrastructure challenges. Viridien employs around 3,200 people worldwide and is listed on the Euronext Paris SA (ISIN: FR001400PVN6).

Within Viridien, CGG Services (UK) Limited conducts its business through offices across the United Kingdom, delivering geoscience services and managing a multi-client data library.

In 2025, CGG Services (UK) Limited generated turnover exceeding £36 million.







OUR SUPPLY CHAIN

Our UK supply chain primarily supports office facilities, IT infrastructure, equipment rental and maintenance activities.

During 2025, the top suppliers for CGG Services (UK) Limited, with spend exceeding US\$10K, included:

- 79.5% UK-based suppliers which accounted for 90.9% of total 2025 spend
- 91.2% of goods and services were sourced from 'low-risk' suppliers located in countries that have ratified at least nine of the eleven [International Labour Organization](#) ("ILO") fundamental instruments, which include forced labour (C020, P029, C105), child labour (C138, C182), discrimination (C100, C111), freedom of association (C087, C098) and occupational safety & health (C155, C187), representing 97% of total 2025 spend
- 2% of purchases were made through US-based suppliers, representing 1.3% of total 2025 spend. Although the US has not signed all eleven ILO conventions, as a member it respects the principles concerning the fundamental rights which are the subject of these conventions

As a technology business, our direct modern slavery risk in our own employee workforce is generally lower than in some labour-intensive sectors. However, we recognise that risks may still arise in certain parts of our business and supply chain, particularly where there is:

- Indirect labour through third-party contractors or agency workers
- Procurement of hardware and electronic components
- Facilities-related services such as cleaning, maintenance, and security

- Overseas suppliers or subcontractors in higher-risk jurisdictions
- Limited visibility beyond tier-1 suppliers

We understand that sectors linked to electronics manufacturing, outsourced labour, and facilities services can present heightened risks of forced labour, worker exploitation, and poor employment practices.

However, based on our risk assessment processes and supplier profile, the risk of modern slavery and human trafficking within our UK operations and supply chain remains very low, with no instances of modern slavery or human trafficking being identified within our UK operations during 2025.

GOVERNANCE AND POLICIES

CGG Services (UK) Limited follows Viridien Group policies and management systems designed to uphold human rights and ethical business conduct.

Key frameworks include:

- [Viridien Code of Business Conduct](#)
- Business Ethics Policy
- Health, Safety and Environment (HSE) Policy
- Inclusion, Diversity, Equality and Action (IDEA) Policy
- Sustainable Procurement Policy
- [Supplier Code of Business Conduct](#)

These policies reflect Viridien's commitment to internationally recognised human rights standards, including the ILO Declaration on Fundamental



Principles and Rights at Work and the [United Nations Global Compact](#), which Viridien continued to support during 2025.

Internally, the 'Caring for Human Rights and Communities' document is available to all employees, setting out Viridien's top-management commitment to respect and promote human rights, as well as details on the rules and recommendations related to the eleven fundamental international ILO conventions (including the C029 convention on forced labour), and clearly stating that the minimum age to work for Viridien or for one of its service providers is 16 or more, subject to locally applicable legislation defining minimum age.

Young workers aged 16-18 working directly for Viridien, or subcontracted to Viridien, are an exception (i.e. in apprenticeship roles across our UK operations). These workers benefit from additional supervision and specific precautionary measures aimed at protecting their health, safety, and integrity. Such measures include advanced job induction and training, prohibiting all exposure to hazardous work, ensuring adequate planning of activities undertaken and the taking of appropriate rest. During 2025, this group represented 0.2% of the the employee population of CGG Services (UK) Limited.

All employees are expected to comply with these standards, and suppliers are required to demonstrate adherence through the supplier onboarding process.

DUE DILIGENCE AND RISK MANAGEMENT

Viridien's [Ethics Committee](#) endorses and promotes our [Code of Business Conduct](#), ensuring that our

standards are widely communicated and that all Viridien employees are properly trained in this topic. During 2025 96% of Viridien employees completed the Ethics annual e-learning.

Employees and third parties can contact the Ethics Committee at any time (directly or anonymously) via the [EthicsPoint Hotline](#), hosted by NAVEX Global, an independent third party, to report concerns or alleged violations in relation to our Code of Business Conduct. The website and telephone lines are available 24/7, 365 days a year in 10 countries and in 10 languages.

During 2025:

- Nineteen work-related concerns were reported globally to the Ethics Committee. Excluding claims related to Personal Data matters, fourteen cases were reviewed
- Eleven of these cases related to HR topics, including harassment and discrimination
- No confirmed human rights violations, modern slavery incidents or human trafficking cases were identified
- No fines, penalties or compensation payments relating to human rights matters were incurred.

An increase in the number of alerts of non-compliance with the principles of our Code of Business Conduct compared to 2024 is mainly explained by the implementation of a more comprehensive tracking process.

All allegations were thoroughly investigated in accordance with our internal procedures, and after a comprehensive review, the Ethics Committee concluded there were no findings of misconduct as no supporting evidence was found, and the cases were subsequently concluded with an official report and recommendations and then closed. No fines,





penalties or compensation for damages resulting from incidents and complaints were paid by the Company in 2025, and no violation or incident with regards to Human Rights was reported to the Ethics Committee.

Viridien also undertakes a Double Materiality Analysis (DMA) every three years to identify and assess sustainability-related risks and impacts, including human rights considerations. The results from the most recent analysis and resulting key focus areas can be found in section 3.1.4. of the '[2025 Universal Registration Document](#)'.

SUPPLIER MANAGEMENT

As stated in our [Code of Business Conduct](#), Viridien is committed to managing suppliers and subcontractors to ensure their respect of human rights. Suppliers are managed through a structured procurement framework that incorporates ethical, social and sustainability requirements.

All suppliers are required to acknowledge and comply with our [Suppliers Code of Business Conduct](#), which explicitly prohibits forced labour, child labour, human trafficking and any form of exploitative employment practice and references:

- The ten principles of the United Nations Global Compact
- The Universal Declaration of Human Rights
- ILO Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development

- The United Nations Convention against Corruption
- Furthermore, our Purchase Orders include the general terms and conditions of sale, which stipulate that the supplier confirms that it adheres to the strictest ethical rules, as well as to the "[Suppliers Code of Business Conduct](#)".

During 2025:

- 100% of new UK suppliers completed compliance requirements as part of the supplier registration process
- No supplier-related human rights violations were confirmed at Group level

TRAINING AND AWARENESS

Viridien trains personnel and partners to ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chains and business.

For several years, Viridien has pursued a program to educate and train employees in ethical practice and the principles and commitments of our Code of Business Conduct. Endorsed by the Ethics Committee, it is reinforced by the implementation of an Ethics e-learning course for all employees (96% completion rate for 2025), and workshops and presentations on our Code of Business Conduct, our Ethics Policy and Compliance program were organized throughout 2025 for business lines, support functions and our country managers.

Viridien's eight mandatory e-learning programs that all current Viridien employees must complete



annually, and which are included in our onboarding of new employees, are:

- Ethics@Viridien
- Anti-Corruption Awareness
- Prevention of Discrimination and Harassment
- ESG Risk Mitigation
- Information Security Awareness
- Trade Compliance Awareness
- Hazard Awareness and Reporting
- IDEA@Viridien

MEASURING EFFECTIVENESS

To assess the effectiveness of our approach, CGG Services (UK) Limited:

- Conducted human rights audits focused on lower-paid employee populations across UK sites, reviewing any findings with senior management and implementing actions where appropriate
- Held a UK-wide annual Anti-Slavery Day awareness campaign on 18 October 2025 to help employees recognise signs of exploitation and understand reporting mechanisms

PRIORITIES FOR 2026

In 2026, CGG Services (UK) Limited will continue to strengthen its approach by:

- Maintaining human rights audits for lowest paid employees in our organizations in all our UK sites
- Expanding employee awareness initiatives on modern slavery and human trafficking

- Ensuring UK employees involved in procurement activity are aware of, and align with [modern slavery procurement guidance on GOV.UK](#)
- Sourcing targeted training for employees involved in procurement, recruitment and workforce deployment
- Continuing to monitor supplier compliance with our ethical and human rights expectations

APPROVAL

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 31, 2025, as approved by the Board of CGG Services (UK) Limited.

Crawley, August 2026

Signed by:

Natalie Wynne

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Natalie Wynne

UK Country Manager
CGG Services (UK) Limited





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