

## Human Resources Policy – 2023

**Excellence Logging** is committed to developing focused competence and the working environment as enablers for employees to optimally support the business activities and culture of Excellence Logging, while developing diversity and inclusion in all functions and positions.

**Our goals** are to provide every employee an essential role in promoting the company as the leading Surface Data Logging, Well Intervention Services and Data & Consultancy company; to implement clear roles, responsibilities and requirements within the organisation; to lead engagement programs to develop employees' understanding and commitment to delivering quality customer service; to identify and anticipate talent gaps using best practices for strategic workforce planning; to promote internal career advancement and support our personnel with opportunities for geographical and professional mobility; to recognize and reward merited employee performance by structured objectives and measured results; to actively promote employee wellness through the provision and communication of effective health benefit plans; to ensure our personnel work in compliance with relevant local legislation and to guarantee social cohesion; to support the completion of the minimum compliance certification for all personnel; to act against modern slavery, child labor and human trafficking; and to actively contribute to the economic development of the countries where we operate, particularly through recruiting and training.

**Company Management** is responsible to create and develop our diversity program; to ensure the requirements of this policy are communicated, understood, and applied; and to provide the necessary resources to achieve our goals.

**Our objectives** are to ensure that all our employees are properly trained and certified in accordance with our competency program; to monitor and improve our diversity program; to recruit and develop nationals where we operate; and to ensure that our employees are in an environment that protects their health and security.

The Human Resources organization has the responsibility to function as the guardian of fair and equitable treatment of employees and ensure that the workplace environment is conducive for employees and managers to conduct our business to the highest ethical standards. The organization and the related principle of autonomy serve to reinforce responsibilities in every job in the company, from field operations to sales, and thus enable employees to express a spirit of enterprise. We are determined to support initiatives for continuous improvement of the Excellence Logging Integrated Management System (IMS).

John LECHNER  
President & CEO  
Excellence Logging

