

## Human Resources Policy

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

**Our goals are** to provide every employee an essential role to play in promoting the company as the leading Mud Logging, Data & Consultancy and Well Intervention Services company; to implement clear roles, responsibilities and requirements within the organisation; to lead engagement programs to develop employees understanding and commitment to a high level of client service delivery; 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 (Occupational Health & Safety, Environment, Business Ethics) for all personnel; 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 all our employees are properly trained and certified in accordance with our CCA program; to make sure the diversity program is monitored and improved all the time; to recruit and develop nationals where we operate; to ensure all our employees are working in the best environment to protect 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

