

Modern slavery can be defined as exercising over a person the attributes of the right of ownership or maintaining a person in a state of continuous subjection by compelling him or her to perform labour or sexual services, begging, or any other unpaid service. It is a heinous crime<sup>1</sup> and a morally reprehensible act that deprives a person of his or her freedom and dignity for the benefit of another person. It is a real problem for millions of people around the world who are held and exploited in various forms of slavery.

Any company can be implicated in such a crime through its operations and supply chain. The CIS Group operates responsibly and ethically. With over 13,000 employees, we support major players in the oil and gas, mining, construction, and defence sectors at every stage of their projects, in the most remote urban, industrial, offshore and onshore environments, in nearly 20 countries. We use suppliers around the world to provide turnkey services and solutions. As part of this, we take a zero-tolerance approach to modern slavery, as well as other forms of slavery such as forced labour, and are committed to preventing slavery and human trafficking in our operations and supply chain.

For example, we are committed to ensuring compliance with slavery and human trafficking laws in the countries where we operate and expect our partners and suppliers to do the same. We also ensure that there is no modern slavery or human trafficking in our operations. CIS has a code of conduct that encourages employees and relevant external stakeholders to do the right thing by clearly stating the actions and behaviour expected of them when representing the company. We strive to maintain the highest standards of conduct and ethical behaviour in our operations and the management of our services.

In terms of accountability and prevention of modern slavery, the CIS Group's top management is responsible, in close collaboration with the human resources and internal control staff, for the implementation of the principles against modern slavery. The supply chain team deploys our supply chain risk assessment to ensure that the CIS Group's supply chain measures are effective and adhered to.

The CIS Group's policy on modern slavery and human trafficking is deployed across all CIS Group Affiliates. The CIS Group employees and stakeholders are encouraged to report through the Group's alert system any suspicion of modern slavery in all areas of the CIS Group's activities as well as at its customers' or suppliers' sites.

The CIS Group will punish any practices that violate the correct application of this policy. Depending on the case, such an infringement will be subject to disciplinary or contractual measures (e.g. dismissal or termination of business relations).

NOTE:<sup>1</sup> Defined as such by the UN.

Régis Arnoux, Chairman & CEO