

ATTRACT AND RECRUIT

Our ambition is to attract, engage, develop and retain a highly skilled workforce.

We shall:

- Recruit individuals based on their qualifications, value and potential
- Ensure diversity is considered an important parameter in recruitment
- Provide attractive, fair compensation and benefit packages that support our overall employee value proposition

EMPLOYEE RELATIONS AND TREATMENT

Our ambition is to treat all individuals fairly. We commit to adhering to the International Labor Organization's (ILO) Core Conventions on Labor Standards, the United Nation's (UN) Universal Declaration of Human Rights, and applicable labor standards.

We shall:

- Not tolerate any breaches of these principles, whether in PGS or our supply chain
- Ensure employees feel confident in raising concerns to management without fear of retribution

DEVELOP AND RETAIN

We commit to providing learning and development opportunities for all our employees.

We shall:

- Ensure employees understand their role
- Ensure that performance and development goals are defined and followed-up through dialog and feedback
- Promote and encourage learning and development

EQUALITY, INCLUSION AND DIVERSITY

We are commitment to provide a positive, inclusive and sustainable working environment to support our employees in developing their competence and potential.

We shall:

- Treat employees with fairness, respect, and dignity
- Facilitate a working environment free from discrimination and harassment
- Foster and support diversity in our work force

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