

## CODE OF CONDUCT

APG is committed to conducting all of our business operations to the highest standards possible. We aim to behave ethically and with integrity and discretion in the communities in which we work, at all times respecting cultural, national and religious diversity.

We work to meet this commitment by compliance with relevant legislation, application of appropriate international standards, and our Health, Safety and Environment (HSE) Management System.

Company personnel and contractors are responsible for ensuring compliance with this policy.

More specifically we will:

### **Business Ethics**

- behave with honesty, integrity and discretion in all of our activities and relationships;
- ensure compliance with APG's HSE Management System by all personnel involved in our operations;
- ensure that our suppliers and contractors abide by our standards

### **Employees**

- respect the rights of every employee and treat them fairly and without discrimination;
- provide equal opportunity employment opportunities;
- commit to providing opportunities for staff development;
- recognize individual and team contributions

### **Human Rights**

- respect the different cultures and rights of all individuals in all countries in which we operate;
- actively consult with communities in areas in which we operate;
- identify and assess human rights risks in our business activities

### **Management Systems**

- provide clear direction and training on key corporate social responsibility initiatives, policies and procedures;
- set key corporate social responsibility targets, and establish a cycle of audit and review to monitor performance

APG is committed to continuous improvement in all its standards and practices, and we believe that excellence in corporate social responsibility is an essential element of good business practice.

### **Responsibilities**

The responsibility for developing, maintaining and deploying this policy rests with the President of Airborne Petroleum Geophysics.

The responsibility for implementing this policy rests with all group line managers and employees, as well as contractors and subcontractors.

### **Application of the Policy**

This policy is applicable to Airborne Petroleum Geophysics and all of its related companies in their entire operations world wide.

Policy Authorized by



A R (Andy) Gabell - President

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Airborne Petroleum Geophysics • Specialist in airborne gravity with offices throughout the world