



21 March 2022

HUMAN RIGHTS POLICY STATEMENT

Geospace Technologies' Human Rights Policy Statement demonstrates our commitment to supporting and promoting human rights that benefit all our stakeholders, including our customers, employees, shareholders, investors, and the communities in which we live and operate. We respect and strive to adhere to human rights as defined in the International Bill of Human Rights as "recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family as the foundation of freedom, justice and peace in the world". We continuously seek to maintain and improve upon our adherence to the highest standard of human rights practices.

Our Approach

In our Business Operations

We expect all Geospace employees and representatives to act lawfully and respectfully towards other employees, customers, business partners, and those in the local communities in which we operate. Our Code of Business Conduct outlines our expectations along with other companywide policies. Additionally, we seek to ensure the protection of Geospace employee rights through policies and procedures established by the Human Resources, Health, Safety & Environmental, and Legal functions. All employees are required to complete our Code of Business Conduct policy training on an annual basis, which addresses human rights topics. To remain aware and prepared to address actual or suspected human rights violations, Geospace provides a 24-hour, third-party managed Ethics Hotline where individuals can raise their concerns in good faith without the fear of retaliation.

Through Ethical Business Conduct

As detailed in our Code of Business Conduct, Geospace is committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business on behalf of Geospace to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

Across our Supply Chain

We expect our business partners, including our suppliers, to share our commitment to respect human rights. Suppliers must comply with our standard purchase order terms, which require strict adherence to all applicable laws, including human rights laws. Further, we have established a comprehensive due diligence process designed to assess, among other things, our suppliers' commitment to human rights issues and require them to certify that there are no adverse human rights impacts directly or indirectly caused by their business activities of which they are aware.

CORPORATE HEADQUARTERS
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BUSINESS OPERATIONS

Safe and Healthy Workplace

We strive to conduct our operations in an incident-free workplace. We work toward this goal by ensuring the physical security of our facilities and minimizing the occupational health and safety risks in our work sites. Our Health, Safety, and Environment (HSE) implements controls, procedures, and processes designed to eliminate or mitigate these risks to As Low As Reasonably Practicable (ALARP). Our HSE Policy gives anyone the right to exercise “Stop Work Authority” when an activity or condition is observed that does or could cause imminent injury or harm to people, property or the environment. No retribution will be directed at any employee who exercises their “Stop Work Authority”.

Diversity and inclusion

We support and encourage diversity and inclusion within our business and the organizations with which we do business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We are committed to the protection of women’s rights. We’re committed to providing equal opportunities for all employees, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation.

ETHICAL CONDUCT

Forced labor and human trafficking

Geospace does not tolerate modern slavery, forced labor, bonded labor or human trafficking in any form. We strictly prohibit our employees, suppliers and other business partners from engaging in human trafficking-related activities.

Child labor

We support, follow, and comply with child labor laws across all business operations. We do not engage in or condone the unlawful employment or exploitation of children. Geospace requires compliance with our expectations throughout our supply chain by contractually requiring all suppliers to strictly comply with all applicable child labor laws.

Non-Discrimination and Anti-Harassment

At Geospace, we believe that all employees have the right to work in a respectful environment that is free of unlawful discrimination and retaliation. Geospace is an equal opportunity employer and conducts all hiring and employment practices in strict accordance with all applicable laws and regulations governing fair employment practices. As such, any form of harassment or unlawful discrimination is not tolerated. To ensure we maintain a respectful working environment, Geospace relies upon continual reinforcement of our Anti-Discrimination and Harassment Policy

through employee training, communications, and accountability measures as well as the availability of a 24-hour, third-party managed Ethics Hotline where employees are encouraged to voice their concerns.

Freedom of association and collective bargaining

Geospace recognizes the right to organize and the right of unions to represent and negotiate on behalf of workers. Geospace respects the rights of all workers to form and join unions of their own choice and to bargain collectively.

Supply Chain

Responsible Sourcing

We have a large and diverse extended supply chain, and we recognize the critical role our suppliers play in helping us to source responsibly and sustainably. Through our supplier relations, we clearly outline our expectations with regards to the respect for human rights, including labor rights of the workers in our extended supply chain. We will only work with suppliers who agree to comply with our Human Rights Policy and undergo a self-assessment. They must agree to ensure transparency, to remedy any shortcomings, and to drive continuous improvement.

MOVING FORWARD

We believe that our products and solutions deliver valuable and positive benefits to society in the supply of global energy, safety and security, and access to water resources. As part of our commitment to socially relevant solutions, we continually evaluate and review how best to strengthen our approach to addressing human rights, including labor rights. We believe that working through external initiatives and partnerships offers the most effective way to address shared challenges. This Human Rights Policy Statement consolidates our existing commitments and brings increased clarity on our processes and procedures. Its principles are implemented across our operations and value chain.