



# **Code of Business Conduct and Ethics**

# Introduction

As we navigate the complexities of the modern business world, it is more important than ever to anchor ourselves in strong ethical principles. Our Code of Conduct is not just a set of guidelines; it is the embodiment of our core values and commitment to excellence, integrity, and responsibility.

This document represents more than our legal and ethical obligations; it reflects our collective identity and defines how we interact with our clients, colleagues, and communities. It's about making the right choices, even when no one is watching, and leading by example in every aspect of our work.

I urge each of you to read, understand, and embrace the principles laid out in this Code. They are essential to our continued success and reputation as a trustworthy, principled, and forward-thinking organization. As your CEO, I am

committed to upholding these standards and I expect the same commitment from all of you.

Together, we will continue to foster a culture of integrity and respect, ensuring that our company remains a place where everyone is proud to work. Remember, ethics and integrity are not just part of what we do—they are at the heart of everything we do.

Thank you for your dedication to upholding these standards and for your ongoing contributions to our success.

Sincerely,

Lionel LHOMMET

Chairman and Co-Founder



# Purpose

Our purpose is to drive the evolution of the Exploration and Production Industry through speed, agility, and innovative solutions. We leverage AI and Big Data to ensure our company remains at the forefront of technological advancement and efficiency.

# Mission

Our mission is to extract all key information from seismic data, prioritizing user needs and trust. We deliver cost-effective solutions swiftly, enabling the extraction of high-value features, free from personal bias, with the machine's consistency and mathematical rigor revealing the data's inherent information.

# Values

Our core values revolve around innovation, collaboration, and added value. We provide access to the latest AI technologies, foster collaborative solutions, and automate processes to save time and improve decision-making, thereby avoiding costly errors.

# Summary

1. Whistle blowing Procedure
2. IDD Procedure/Background Check
3. Anti-Corruption Policy
4. Business Ethics Training
5. Human and Labor Rights Policy
6. Terrorist Financing and Trade Sanctions Policy
7. Environmental Responsibility
8. Community Engagement and Social Responsibility
9. Data Protection and Privacy

# Whistle blowing Procedure

**Purpose:** To encourage and enable employees to report any instances of suspected unethical, illegal, or inappropriate behavior without fear of retaliation.

**Process:** A confidential and anonymous reporting system is in place. Reports are investigated impartially, and appropriate action is taken.

**Protection:** Whistleblowers are protected from any form of harassment, retaliation, or adverse employment consequence.



# IDD Procedure/ Background Check

**Scope:** Comprehensive background checks on all business partners, suppliers, and contractors.

**Criteria:** Assessment of legal compliance, financial stability, reputation, and adherence to ethical standards.

**Monitoring:** Regular reviews and audits of existing partners and suppliers to ensure ongoing compliance.





# Anti-Corruption Policy

**Prohibition:** Strictly prohibits bribery, kickbacks, and any other forms of corruption.

**Compliance:** Adherence to all local and international anti-corruption laws and regulations.

**Gifts and Hospitality:** Clear guidelines on the acceptance and offering of gifts and hospitality to avoid conflicts of interest.



# Business Ethics Training

**Regular Training:** Mandatory ethics training for all employees, emphasizing our ethical standards and legal obligations.

**Tailored Programs:** Specific training modules for different departments and levels of responsibility.

**Continuous Improvement:** Regular updates to training materials to reflect current ethical challenges and best practices.





# Human and Labor Rights Policy

**Standards:** Adherence to international human rights and labor standards, including fair wages, reasonable working hours, and the prohibition of child labor.

**Non-Discrimination:** Commitment to equality and non-discrimination in hiring, promotion, and all employment practices.

**Health and Safety:** Ensuring a safe and healthy work environment for all employees.



# Terrorist Financing and Trade Sanctions Policy

**Compliance:** Strict adherence to laws and regulations related to preventing terrorist financing and observing trade sanctions.

**Due Diligence:** Rigorous scrutiny of all transactions to prevent indirect support of terrorism or violation of trade sanctions.

**Reporting:** Immediate reporting of any suspicious activities to the relevant authorities.





# Environmental Responsibility

**Sustainable Practices:** Commitment to reducing environmental impact through sustainable business practices.

**Resource Management:** Efficient use of resources and promotion of renewable energy sources.

**Environmental Awareness:** Educating employees and stakeholders about environmental issues and encouraging eco-friendly initiatives.



# Community Engagement and Social Responsibility

**Community Involvement:** Actively engaging in community development and support.

**Ethical Sourcing:** Ensuring that all products and services are sourced responsibly and ethically.

**Charitable Activities:** Supporting charitable causes and encouraging employee volunteerism.





# Data Protection and Privacy

**Data Security:** Strict measures to protect the confidentiality and integrity of personal and corporate data.

**Privacy Rights:** Respecting the privacy rights of employees, customers, and partners.

**Compliance:** Adherence to all relevant data protection laws and regulations.





[www.seisnetics.com](http://www.seisnetics.com)

SFFO0249 – Compass Building  
Al Shohada Road, Al Hamra Industrial Zone-FZ  
Ras Al Khaimah  
United Arab Emirates