



United Nations
Global Compact

We thank you for your time spent taking this survey.
Your response has been recorded.

Below is a summary of your responses

[Download PDF](#)

CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Geolog International B.V. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

S1. Please complete the following information:

CEO/Highest-level executive name:

Richard Calleri

CEO/Highest-level executive full title:

CEO

Company name:

GEOLOG International B.V.

S2. Please confirm:

I am the CEO or highest-level executive.

I have received permission to sign on behalf of the CEO or highest-level executive.

R1. How will you complete the 2024 CoP reporting requirement?

Complete the digital questionnaire with the option to also add a sustainability report (*Recommended*)

Only upload a sustainability report

R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select. ⓘ

01/2023-12/2023

R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed. ⓘ

GEOLOG HQ and its subsidiaries.

For endorsers of the CEO Water Mandate ONLY:

Endorsers of the CEO Water Mandate are asked to report supplemental water-specific information. Companies can find more information on the CEO Water Mandate and complete the reporting requirement as necessary through the CEO Water Mandate webpage [here](#). Respondents can access the submission tool directly through the Water Action Hub [here](#).

[Click for additional guidance](#)

G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) 

- Issue an annual statement about the relevance of sustainable development to the company
- Issue an annual statement that addresses impacts on both people and the environment
- Issue an annual statement highlighting a zero tolerance for corruption
- Sign off on organizational sustainability targets
- Supervise Environmental, Social, and Governance reporting
- Regularly review potential risks related to the business model
- None of the above

G1A. (Optional) Please provide additional information:

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

(Select one answer per line) 

- | | | | | |
|-----------------|---------------------------|---------------------------------------|--|---|
| No, this is not | No, but we plan to within | Yes, and the commitment is focused on | Yes, and the commitment includes our own | Yes, and the commitment includes our own operations and the value chain (e.g., suppliers, consumers, communities, |
|-----------------|---------------------------|---------------------------------------|--|---|

	a current priority	the next two years	our own operations	operations and suppliers	other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G2A. (Optional) Please provide additional information:

G2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

G-20-003-MEL-10- Code of Business Conduct - GEOLOG.pdf

0.1 MB
application/pdf

G2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

G3. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer per line) 

Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)

No, this is not a current priority
 No, but we plan to within the next two years
 Yes, focused on employees
 Yes, focused on employees and suppliers

Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G3A. (Optional) Please provide additional information:

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer per line) 

Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)
 Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)
 Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)
 Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)

Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> Yes, with direct influence of some outcomes	<input checked="" type="radio"/> Yes, with direct influence at the highest
Anti-Corruption	<input type="radio"/>	<input type="radio"/> Yes, with limited	<input type="radio"/> Yes, with	<input type="radio"/>	<input checked="" type="radio"/>

G4A. (Optional) Please provide additional information:

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

(Select one answer per line)

	<input type="radio"/>	<input type="radio"/> Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	<input type="radio"/> Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	<input type="radio"/> Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	<input type="radio"/> Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of the company)
	No formal structure				
Human Rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G5A. (Optional) Please provide additional information:

There is no formal committee. However, the responsibilities and accountabilities are delegated by the management to the respective department heads. Human Rights, Labour Rights and Anti-Corruption

management to the respective department head: Human rights, Labour rights and Anti-Corruption are shared between HR and Legal Depts. while QHSE Dept. is responsible for Environment and Sustainability.

G6. Does the company have a process(es) to assess risk?

(Select one answer per line) 

	No, this is not a current priority	No, but we are planning to develop on within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

G6A. (Optional) Please provide additional information:

G6.1. During the assessment of risk, has the company identified suppliers and/or other business relationships where the risk related to human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer per line) 

	No	Yes
Human rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input checked="" type="radio"/>	<input type="radio"/>

G6.1A. (Optional) Please provide additional information:

G6.1A. (Optional) Please provide additional information:
 Geolog has well established integrated QHSE Management System. All risks related to the business processes have been identified and assessed, which will include Human Rights, Labour Rights, Environment and Corruption related risks. None of the risk assessment outcome have been identified as severe.

G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G7A. (Optional) Please provide additional information:

G7.1. During the due diligence process, has the company identified those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?

(Select one answer per line) 

	No	Yes
Human rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Labour rights risks	<input checked="" type="radio"/>	<input type="radio"/>

Labour rights risks	<input checked="" type="radio"/>	<input type="radio"/>
Environmental risks	<input checked="" type="radio"/>	<input type="radio"/>
Corruption risks	<input checked="" type="radio"/>	<input type="radio"/>

G7.1A. (Optional) Please provide additional information:

Geolog has well established integrated QHSE Management System. The risks related with Geolog suppliers and business associates have been identified and assessed, including the topics on Human Rights, Labour Rights, Environment and Corruption related risks. None of the suppliers and business associates have been identified as being particularly severe.

G8. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one option) 

	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G8A. (Optional) Please provide additional information:

Employees can send anonymous emails to HR or contact directly the senior management if they have any concerns related to human rights, labor rights, the environment or anti-corruptions.

G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

(Select one answer per line) 

No

Yes

Is the process communicated to all employees/workers in local languages?

Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?

Is the process confidential (e.g., whistleblowing process)?

Are there processes in place to avoid retaliation?

Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?

Other (Please provide additional information)

G8.1A. (Optional) Please provide additional information:

G9. How does the company capture lessons regarding each of the following sustainability topics?

(Select one answer per line) i

		Conducts investigation/review of incidents and changes organizational	Conducts investigation/review and leverages learnings to influence both
No lessons are	Conducts investigation/review	Conducts investigation/review of incidents and changes organizational	Conducts investigation/review and leverages learnings to influence both

	No lessons are regularly captured	Investigation/review of incidents as needed	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation/review and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G9A. (Optional) Please provide additional information:

G10. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G10A. (Optional) Please provide additional information:

G11. Please provide details regarding the company's board/highest governance body.

(Select one answer per line, if 'Known', include the value) 

	Known	Not applicable	Number (Please input answer as a whole number (e.g., 95% = 95))
Total number of			

Total number of board members (#)	<input checked="" type="radio"/> Known	<input type="radio"/> Not applicable	2Number (Please input answer as a whole number (e.g., 95% = 95))
Male (%)	<input checked="" type="radio"/>	<input type="radio"/>	91
Female (%)	<input checked="" type="radio"/>	<input type="radio"/>	9
Non-binary (%)	<input type="radio"/>	<input checked="" type="radio"/>	
Under 30 years old (%)	<input checked="" type="radio"/>	<input type="radio"/>	24
30-50 years old (%)	<input checked="" type="radio"/>	<input type="radio"/>	65
Above 50 years old (%)	<input checked="" type="radio"/>	<input type="radio"/>	12
From minority or vulnerable groups (%)	<input checked="" type="radio"/>	<input type="radio"/>	0
Executive (%)	<input checked="" type="radio"/>	<input type="radio"/>	7
Independent (%)	<input type="radio"/>	<input checked="" type="radio"/>	

G11A. (Optional) Please provide additional information:

G12. Do you produce sustainability reporting according to:

(Select all that apply) 

- National/local regulation on sustainability
- Security exchange regulations
- Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
- International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
- Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
- Task Force on Climate-related Financial Disclosures (TCFD)

Other voluntary frameworks (Please provide additional information)

No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. (Optional) Please provide additional information:

GEOLOG publish sustainability report as per COP.

G13. Is the information disclosed in this questionnaire assured by a third-party?

(Select all that apply) 

Limited assurance for minority of metrics (e.g., GHG emissions only)

Limited assurance for majority of metrics

Reasonable assurance for minority of metrics

Reasonable assurance for majority of metrics

Other (Please provide additional information)

No assurance for any metrics

G13A. Other (Please provide additional information):

GEOLOG Health, Safety, and Environment compliance are audited annually by DNV as a part of the certification GEOLOG currently holds for Quality, Occupational Health and Safety, and Environment Management Systems.

G13A. (Optional) Please provide additional information:

Geolog has a membership in several vendor verification portals, such as Sequa (UK), Magnet JQS (Norway), Achilles (global). Geolog Management System is annually verified by a third-party to ensure compliance to above platforms.

Human Rights

Click for additional guidance

HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis?

(Select all that apply) 

- Freedom of association and the effective recognition of the right to collective bargaining**
- Child labour**
- Forced labour**
- Non-discrimination in respect of employment and occupation**
- Safe and healthy working environment**
- Working conditions (wages, working hours)**
- Freedom of expression**
- Access to water and sanitation**
- Digital security / privacy**
- Gender equality and women's rights**
- Rights of indigenous peoples**
- Rights of refugees and migrants**
- Other**

HR1A. (Optional) Please provide additional information:

GEOLOG is devoted to the protection of Human Rights. For this reason, we strive to conduct our business based on ethical and responsible actions in the areas where we operate. We encourage our local representatives to sponsor, support and actively participate in projects that positively affect communities. In this way, we look forward to support and improve local conditions.

Note: Labour rights topics (Freedom of association and the effective recognition of the right to collective bargaining, child labour, forced labour, non-discrimination in respect of employment and occupation, and a safe and healthy working environment) are a subset of human rights and for completeness, were included in this question. Regardless of these labour topics being selected as material in this question or not, all companies will be asked to provide additional details about these labour rights topics in the next section (L.1 and following). For the other human rights topics selected as material in this question, seven additional questions will be asked in the following section.

HR2. Does the company have a policy commitment in relation to the following human rights topics?

(Select one answer per line, if 'Yes', include the value) ⓘ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Year policy last reviewed (YYYY)
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2023
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2023
Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2023
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2023
Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2024
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2024

HR2A. (Optional) Please provide additional information:

GEOLOG's Health, Wellness and Human Rights Policy is issued in accordance with and in addition to GEOLOG's Health and Safety policies and procedures. The Health, Wellness and Human Rights Policy outlines GEOLOG's approach and commitment to ensuring our employees' and associate's wellbeing whether directly or indirectly employed by the company through a subcontractor.

HR2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

G-31-005-COM-19-v02.05 Employee Health Wellness and Human Rights Policy with WAW.pdf

0.4 MB

application/pdf

HR2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

G-45-009-COM-20 Equal Employment Opportunity Policy.pdf

0.2 MB

application/pdf

HR2.1. For each human rights policy commitment, is it:

(Select all that apply) 

Aligned with international human rights standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
---	--------------------	--	---	---

	Aligned with international human rights standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Freedom of expression	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Access to water and sanitation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Digital security / privacy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)

Developed involving human rights expertise from inside and outside the company

Other (Please provide additional information)

Freedom of expression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to water and sanitation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR2.1A. (Optional) Please provide additional information:

The policies are developed in-house and are reviewed at least annually.

HR3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights topics?

(Select one answer per line) 

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question
Freedom of expression	<input type="radio"/>	<input checked="" type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input checked="" type="radio"/>
Digital security / privacy	<input type="radio"/>	<input checked="" type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input checked="" type="radio"/>
Rights of indigenous peoples	<input type="radio"/>	<input checked="" type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input checked="" type="radio"/>

HR3A. (Optional) Please provide additional information:

HR4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. partners, suppliers, clients, etc.)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Freedom of expression	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to water and sanitation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Digital security / privacy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of expression	<input type="checkbox"/>	<input type="checkbox"/>
Access to water and sanitation	<input type="checkbox"/>	<input type="checkbox"/>
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input type="checkbox"/>

HR4A (Optional) Please provide additional information:

HR4A. (Optional) Please provide additional information:

HR5. Who receives training for the following human rights topics?

(Select all that apply) 

	No training provided	Select employees	All employees	Contractors	Direct suppliers
Freedom of expression	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to water and sanitation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Digital security / privacy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of indigenous peoples	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rights of refugees and migrants	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			Indirect suppliers		Other - such as partners, clients, etc.
Freedom of expression			<input type="checkbox"/>		<input type="checkbox"/>
Access to water and sanitation			<input type="checkbox"/>		<input type="checkbox"/>
Digital security / privacy			<input type="checkbox"/>		<input type="checkbox"/>
Gender equality and women's rights			<input type="checkbox"/>		<input type="checkbox"/>
Rights of indigenous peoples			<input type="checkbox"/>		<input type="checkbox"/>
Rights of refugees and migrants			<input type="checkbox"/>		<input type="checkbox"/>

HR5A. (Optional) Please provide additional information:

HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Freedom of expression	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of indigenous peoples	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rights of refugees and migrants	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR6A. (Optional) Please provide additional information:

HR7. Within the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to adverse impact(s) associated with the following human rights topic(s)?

(Select one answer per line) 

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Freedom of expression	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Access to water and	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
sanitation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
· Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
· Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
· Rights of indigenous peoples	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
· Rights of refugees and migrants	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

HR7A. (Optional) Please provide additional information:

HR8. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation. [i](#)

GEOLOG periodically performs audits of its operations globally. HR department and OH and Safety department conduct such audits to check compliance to company procedures and local and international laws and regulations covering aspects of Employee Welfare, Safety, and Labour rights. Actions raised during such audits are communicated to the senior management. GEOLOG also conducts employee surveys which cover questions related to Human rights, welfare, and safety at the workplace. Opinions from the survey are taken up by senior management and are addressed accordingly.

Labour

[Click for additional guidance](#)

L1. Does the company have a policy in relation to the following labour rights topics?

(Select one answer per line, if 'Yes', include the value) [i](#)

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Year policy last reviewed (YYYY)

Freedom of association and the effective recognition of the right to collective bargaining

Forced labour

Child labour

Non-discrimination in respect of employment and occupation

Safe and healthy working environment

Working conditions (wages, working hours)

L1A. (Optional) Please provide additional information:

We believe that good communication is important between employees at all levels. Communication is a two-way process, and we operate a variety of mechanisms to inform, engage and gather ideas and feedback from employees. Our aim is to give a sense of ownership and involvement for all those who work and contribute to the success of the Company. Where the right to freedom of association

and collective bargaining is restricted under law, we will facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

L1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

G-31-005-COM-19-v02.05 Employee Health Wellness and Human Rights Policy with WAW.pdf

0.4 MB

application/pdf

L1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

OH&S and ESG Policy 2024.pdf

0.6 MB

application/pdf

L1.1. For each labour rights policy commitment, is it:

(Select all that apply) 

	Aligned with international labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Forced labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Child labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	Aligned with international labour standards <input checked="" type="checkbox"/>	Publicly available <input checked="" type="checkbox"/>	Approved at most senior level of the company <input checked="" type="checkbox"/>	Applied to the company's own operations <input checked="" type="checkbox"/>	Applied to the company's own operations and suppliers <input type="checkbox"/>
Safe and healthy working environment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)

Developed in consultation with workers and their representatives

Developed involving labour expertise from inside and outside the company

Other (Please provide additional information)

Forced labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L1.1A. (Optional) Please provide additional information:

L2. Within of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights topics?

(Select one answer per line) [i](#)

To discuss potential ways

	No engagement on this topic	To better understand the risks/impacts in question	To discuss the risks/impacts in question or to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

L2A. (Optional) Please provide additional information:

L3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Collective action with peers or other stakeholders, in particular workers' organizations, to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Safe and healthy working environment Working conditions (wages, working hours)	Collective action with peers or other stakeholders, in particular workers' organizations, to address the issue	<input type="checkbox"/> <input type="checkbox"/> Collaborated with governmental or regulatory bodies	<input type="checkbox"/> <input type="checkbox"/> Other (Please provide additional information)
---	--	--	--

L3A. (Optional) Please provide additional information:

We believe that good communication is important between employees at all levels. Communication is a two-way process, and we operate a variety of mechanisms to inform, engage and gather ideas and feedback from employees. Our aim is to give a sense of ownership and involvement for all those who work and contribute to the success of the Company. Where the right to freedom of association and collective bargaining is restricted under law, we will facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

L4. Who receives training for the following labour rights topics?

(Select all that apply) 

	No training provided	Select employees	All employees	Contractors	Direct suppliers
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
			Indirect suppliers		Other - such as partners, clients, etc.
Freedom of association and the effective recognition of the right to collective bargaining			<input type="checkbox"/>		<input type="checkbox"/>

Forced labour	<input type="checkbox"/>	Other <input type="checkbox"/> such as partners, clients, etc.
	Indirect suppliers	
Child labour	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input type="checkbox"/>

L4A. (Optional) Please provide additional information:

We believe that good communication is important between employees at all levels. Communication is a two-way process, and we operate a variety of mechanisms to inform, engage and gather ideas and feedback from employees. Our aim is to give a sense of ownership and involvement for all those who work and contribute to the success of the Company. Where the right to freedom of association and collective bargaining is restricted under law, we will facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes)	Set annual targets/goals, track progress over time (internal and external programmes)
Working conditions (wages, working hours)			<input type="radio"/>	<input checked="" type="radio"/>
Freedom of association and the effective recognition of the right to collective bargaining				<input type="radio"/>
Forced labour				<input type="radio"/>
Child labour				<input type="radio"/>
Non-discrimination in respect of employment and occupation				<input type="radio"/>
Safe and healthy working environment				<input type="radio"/>
Working conditions (wages, working hours)				<input type="radio"/>

L5A. (Optional) Please provide additional information:

We believe that good communication is important between employees at all levels. Communication is a two-way process, and we operate a variety of mechanisms to inform, engage and gather ideas and feedback from employees. Our aim is to give a sense of ownership and involvement for all those who work and contribute to the success of the Company. Where the right to freedom of association and collective bargaining is restricted under law, we will facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

L6. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply) 

- Yes, by providing more favourable conditions related to wages**
- Yes, by providing more favourable conditions related to working hours
- Yes, by providing more favourable conditions related to health coverage and/or sick leave**

Yes, by providing additional rights not otherwise provided (Please provide additional information)

There is (are) no existing collective bargaining

There is (are) no existing collective bargaining agreement(s)

No

L6A. (Optional) Please provide additional information:

L7. Within the reporting period, what was the percentage of women in managerial positions?[ⓘ]

Percent women - (Please input answer as a whole number (e.g., 95% = 95))

Unknown

L7A. (Optional) Please provide additional information:

L8. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) within the reporting period?[ⓘ]

Salary ratio (Women/Men %) - (Please input answer as a whole number (e.g., 95% = 95))

Unknown

Choose to not disclose

L8A. (Optional) Please provide additional information:

L9. Within the reporting period, how frequently were workers injured (injuries per hour worked)?[ⓘ]

Frequency of injury

Unknown

Choose to not disclose

0.76

L9A. (Optional) Please provide additional information:

Total Recordable Injury Frequency rate (Total injuries in million hours worked: 0.76 TRIFR = Number of total injuries/million Man-hours worked)

L10. Within the reporting period, what was the company's incident rate (injuries per worker)? [i](#)

Incident Rate

Unknown

Choose to not disclose

0.15

L10A. (Optional) Please provide additional information:

incident rate=(number of incidents*200,000)/number of hours worked.

L11. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following labour rights topics?

(Select one answer per line) [i](#)

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
--	----------------------------	------------------------------	--	------------------------

Freedom of association and the effective recognition of the right to collective bargaining

Forced labour

	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

L11A. (Optional) Please provide additional information:

L12. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation. [i](#)

GEOLOG, through its internal policies and procedures, is committed and strives to respect labor rights and to guarantee gender equality to all its employees to ensure no discrimination. GEOLOG conducts regular audits of its bases to ensure the policies and procedures are adhered to. Recently GEOLOG has conducted an employee survey to find opinions of employees on different aspects of professional life in the company which include questions related to Welfare, safety, training, job satisfaction, supervision, etc. The result of the survey has been communicated and action plans have been defined to accommodate feedback received from the employees.

Environment

[Click for additional guidance](#)

E1. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value) [i](#)

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy was last updated (YYYY)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Forests/Biodiversity/Land use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2024



E1A. (Optional) Please provide additional information:

GEOLOG has an ESG (Environmental, Social and Governance) policy which is reviewed annually and communicated to all employees. Geolog initiated its benchmark of scope 1 and 2 carbon emissions in 2023, in order to address the requirement of achieving net zero emissions by 2050. The results of the benchmark were verified externally and communicated to all stakeholders in Q2 2024.

E1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

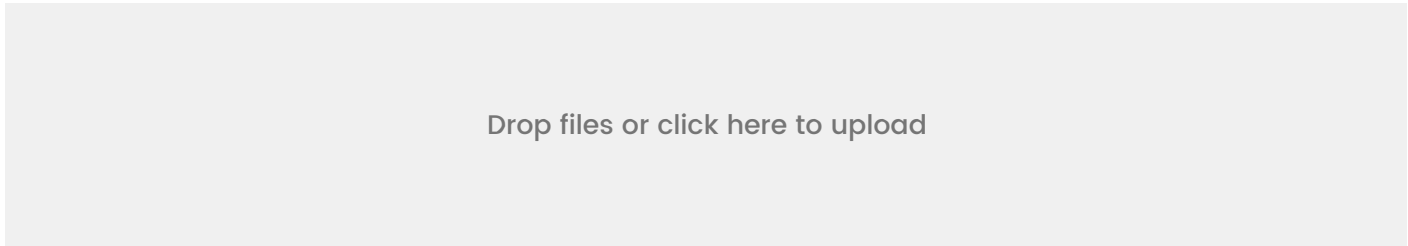
ESG Policy 2024.pdf

0.3 MB

application/pdf

E1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)



E1.1 For each environmental policy commitment, is it:

(Select all that apply)

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Climate change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
		Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from inside and outside the company	Other (Please provide additional information)	
Climate change		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)

Developed involving environmental expertise from inside and outside the company

Other (Please provide additional information)

E1.1A. (Optional) Please provide additional information:

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select one answer per line) 

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Water	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)	
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Water	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E2A. (Optional) Please provide additional information:

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply) 

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Climate change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Energy & resource use					

Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, governmental or regulatory bodies)	Conducted an audit process and/or corrective action plan
			Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
				Collective action with peers or other stakeholders (Please provide to address the issue)
Climate change			<input type="checkbox"/>	<input type="checkbox"/>
Water			<input type="checkbox"/>	<input type="checkbox"/>
Oceans			<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use			<input type="checkbox"/>	<input type="checkbox"/>
Air pollution			<input type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)			<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use			<input type="checkbox"/>	<input type="checkbox"/>

E3A. (Optional) Please provide additional information:

E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Water	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Air pollution					
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

E4A. (Optional) Please provide additional information:

E4.1. For each environmental topic for which the company sets timebound goals/targets, what kind of targets has the company set?

Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.) ⓘ

Climate change	Review current aspects related to the environment and identify their impact on the climate.
Air pollution	Scope 1 and Scope 2 related GHG emissions have been assessed. Decarbonization plan under development.
Energy & resource use	Identify the current aspects related to energy use.

E4.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against target/goal tracked?

(Select one answer per line) ⓘ

	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Energy & resource use

Progress is reviewed against goals annually or more frequently

Progress is reported internally to the most senior level

Progress is reported externally

Other (Please provide additional information)

E4.2A. (Optional) Please provide additional information:

E5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer per line) 

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Climate change	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

E5A. (Optional) Please provide additional information:

E6. What were the company's gross Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions within the reporting period?

(Select one answer per line, if "Known", include the value) 

We did not measure
our gross emissions
[Please explain in the
text box]
[Please explain in the
text box]

Measured Total Emissions (tCO2e)
Measured Total Emissions (tCO2e)

Scope 1
emissions

Known
Known

Scope 2
emissions

E6A. (Optional) Please provide additional information:

E7. What were the company's gross Scope 3 global greenhouse gas (GHG) emissions within the reporting period? [i](#)

We measured Scope 3 GHG emissions [Please input the measured tCO2e in the text box below]

We did not measure Scope 3 GHG emissions

E7A. (Optional) Please provide additional information:

E8. What percentage of the company's revenue was invested in R&D of low-carbon products/services within the reporting period? [i](#)

Percent of revenue (%) -
(Please input answer as a
whole number (e.g., 95% =
95))

Unknown

Not applicable (Please
provide additional
information)

E8A. (Optional) Please provide additional information:

E9. Has the company acted to support climate change adaptation and resilience?

(Select all that apply) 

- We have taken action to increase company-wide resilience to climate change
- We have taken action to increase resilience in our supply chains
- We have taken action to increase resilience in the communities in which we operate
- We have provided funding for climate change adaptation and resilience initiatives and projects**
- We have not taken actions to build climate change resilience in the reporting period
- Unknown

E9A. (Optional) Please provide additional information:

E10. Please report the company's renewable energy consumption as a percentage of total energy consumption within the reporting period.

- Percent of total energy consumption - (Please input answer as a whole number (e.g., 95% = 95))
- Unknown**

E10A. (Optional) Please provide additional information:

E11. What percent of the company's revenue came from low-carbon products/services within the reporting period? If applicable, please give a description of the products/services included in your calculation (e.g., relevant certifications).

Percent of total revenue (%)

(Please input answer as a whole number)

Not applicable (Please select this option if the company does not have any low-carbon products/services)

- (Please input answer as a whole number (e.g., 95% = 95))

Unknown

provide additional information)

E11A. (Optional) Please provide additional information:

E12. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply) 

Water [Prompts E13, E14]

Forests, Biodiversity, and Land use [Prompts E15, E16, E17]

Air pollution [Prompts E18]

Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) [Prompts E19, E20, E21]

None of the topics have been identified as material by the company

E12A. (Optional) Please provide additional information:

E18. Where applicable, please report the company's emissions of the following pollutants within the reporting period.

(Select one answer per line, if 'Known', include the value) 

Not applicable
(Please provide additional information)

Known

Unknown

Emissions (t)

NOx

SOx

· Volatile Organic Compounds (VOCs)	<input type="radio"/>	<input type="radio"/>	Not applicable (Please provide additional information)	<input checked="" type="radio"/>	<input type="text"/>
· Hazardous air pollutants (HAPs)	Known <input type="radio"/>	Unknown <input type="radio"/>		<input checked="" type="radio"/>	Emissions (t) <input type="text"/>
· Particulate matter (PM10)	<input type="radio"/>	<input type="radio"/>		<input checked="" type="radio"/>	<input type="text"/>
· Persistent organic pollutants (POPs)	<input type="radio"/>	<input type="radio"/>		<input checked="" type="radio"/>	<input type="text"/>
· Other (Please provide additional information)	<input type="radio"/>	<input type="radio"/>		<input checked="" type="radio"/>	<input type="text"/>

E18A. Not applicable (Please provide additional information):

GEOLOG measures its carbon emissions according to GHG Protocol. In line with this, GEOLOG reports the following pollutants: CO2, CH4, N2O and HFC.

E19. In metric tonnes, please report the company's total weight of waste generated within the reporting period. [i](#)

Waste generated (t)
 Unknown
 Not applicable (Please provide additional information)

E19A. (Optional) Please provide additional information:

This was not monitored in 2023.

E20. Please report the company's hazardous waste as a percentage of total waste (e.g., hazardous waste ratio) generated within the reporting

period.ⁱ

Hazardous waste ratio (%) -
(Please input answer as a
whole number (e.g., 95% =
95))

Unknown

Not applicable (Please
provide additional
information)

E20A. (Optional) Please provide additional information:

This was not monitored in 2023.

E21. In metric tonnes, please report the company's estimated consumption of single-use plastic, wherever material along the value chain, within the reporting period.ⁱ

Single-use plastics (t)

Unknown

Not applicable (Please
provide additional
information)

E21A. (Optional) Please provide additional information:

This was not monitored in 2023.

E22. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation.ⁱ

GEOLOG's reviewed its emissions streams and has identified different types of gases that could be considered harmful to the ozone layer and could contribute to global warming. The impacts related to these pollutants will be managed once a decarbonization plan is formalized.

Click for additional guidance

AC1. Does the company have an anti-corruption compliance programme? [i](#)

- No, this is not a current priority
- No, but we plan to within the next two years
- Yes

AC1A. (Optional) Please provide additional information:

GEOLOG is strongly committed to the highest ethical and legal standards. Each subsidiaries within GEOLOG have been provided with the internal Code of Business Conduct and Anti-Bribery and Anti-Corruption Policy both aimed at raising awareness of the relevant national and international laws, standards and principles in order to ensure compliance by GEOLOG as a whole, and all directors, officers and employees with the Anti-Bribery and Anti-Corruption business principles accepted worldwide GEOLOG fully adhered and implemented all Anti-Bribery and Anti-Corruption principles set forth in the Organization for Economic Co-operation and Development (OECD) Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, UK's Bribery Act 2010 and the US Foreign Corrupt Practices Act (FCPA).

AC1.1. If yes, in what year was this programme last reviewed? (YYYY) [i](#)

2023

AC1.1A. (Optional) Please provide additional information:

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials? [i](#)

- No, and we have no plans to develop any

- policy/recommendation
- No, but we plan to within the next two years
- Yes, included within a broader policy or as a standalone policy**

AC2A. (Optional) Please provide a link, and/or provide additional information:

AC2A. (Optional) Please upload supporting documentation if applicable:
(Uploaded file cannot exceed 50MB)

G-20-003-MEL-10- Code of Business Conduct - GEOLOG.pdf

0.1 MB
application/pdf

AC2A. (Optional) Please upload supporting documentation if applicable
(2/2):
(Uploaded file cannot exceed 50MB)

Anti-corruption and Anti-bribery policy.pdf

0.8 MB
application/pdf

AC3. Who receives training on anti-corruption and integrity?
(Select all that apply) ⓘ

- Select employees
- All employees**
- Contractors
 - Direct suppliers
 - Indirect suppliers
- Other – such as partners, clients, etc.
- No training provided

AC3A. (Optional) Please provide additional information:

AC3.1. How often is such training provided?

(Select one answer per line) [i](#)

- | | One time only | Every two or more years | Every year | Unknown |
|---------------|-----------------------|-------------------------|----------------------------------|-----------------------|
| All employees | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

AC3.1A. (Optional) Please provide additional information:

Training related to Business Conduct is attended when an employee joins the company. A refresher training is recommended when there is a requirement identified by the legal department.

AC4. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) [i](#)

- Yes, through review on ad hoc basis**
- Yes, through internal employee self-evaluations
- Yes, through automated controls monitoring
- Yes, through external independent monitoring
- Yes, through other mechanisms (Please provide additional information)

No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

AC4A. (Optional) Please provide additional information:

AC5. Please report the company's total number and nature of incidents of corruption within the reporting period.

(Select one answer per line, if 'Known', include the value) [i](#)

	Known	Unknown	Choose not to disclose	Number of Incidents
Confirmed within the reporting period, but related to previous years	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="0"/>
Confirmed within the reporting period, and related to the reporting period	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="0"/>

AC5A. Please describe the nature of the incidents in the text box below:

There is no incident reported.

AC6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?

(Select all that apply) [i](#)

- Initial case assessment
- Internal investigation
- Review by risk/ethics committee

- Review by risk/ethics committee
- Review by board of directors
- External audit/review
- Other (Please provide additional information)

Not applicable/no incidents in the reporting period

AC6A. (Optional) Please provide additional information:

AC7. Does the company engage in collective action against corruption? [i](#)

- No, this is not a current priority
- No, but we plan to in the next two years
- Yes (Please provide additional information)**

AC7A. Yes (Please provide additional information):

In light of the above, GEOLOG developed and implemented a specific Anti-Bribery and Anti-Corruption plan through the actions described below: - Conducted a risk assessment to identify potential exposure to bribery and corruption. - Involved its top management and Board members to (i) clearly communicate the core values of the Group and (ii) devote appropriate time and internal resources to anti-bribery compliance issues and to monitor the effectiveness of anti-bribery programs and controls. - Issued a detailed Code of Business Conduct and Anti-Bribery and Anti-Corruption Policy covering all anti-bribery and corruption aspects and explaining which procedures each department should put in place and which rules should be followed, both at a Group level and locally, to avoid forbidden and/or unethical behaviours and business practices. - Recruitment procedures have been updated to be fully compliant with relevant Anti-Bribery and Anti-Corruption principles and regulations. - Set up of whistleblowing facilities and compliance helpline and other reporting procedures. - All GEOLOG personnel at risk of bribery and/or corruption behaviors and practices is being trained either via face-to-face individual meetings or online seminars, e-learning tools etc. to understand how bribery and corruption situations can arise and which are the procedures and/or remedies to avoid that. - GEOLOG is also starting to apply risk-based compliance due diligence checks on third parties the company works with such as agents, sales representatives, external counsels, etc. to ensure their compliance.

AC7A. (Optional) Please provide additional information:

AC8. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.①

GEOLOG constantly reviews its compliance through periodical checks and audits. Employees are made aware through training and awareness on anonymous reporting and whistleblowing systems if they witness or become a victim of any activities that could be a breach of company conduct and anti-corruption values.

R5. (Optional) Please upload the sustainability report for your company

(Uploaded file cannot exceed 50MB)

ISO-14001-ENG 2023-2025.pdf

0.2 MB

application/pdf

R5.1. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

GEOLOG GHG inventory 2023.pdf

0.6 MB

application/pdf

R5.2. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

ISO-45001-ENG 2022-2025.pdf

0.2 MB

application/pdf

Thank you for completing the Communication on Progress.

Please do not close the page.

Powered by Qualtrics [↗](#)