



United Nations
Global Compact

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

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,

C1. 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

C2. 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.**

C2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:

Mukunda Phuyal (Head of QHSE Department)

R1. How will you complete the CoP reporting requirement?

(Select one)

- 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. [i](#)

01/2024 - 12/2024

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. i

GEOLOG International BV and its subsidiaries.

Success Stories & Future Priorities

Sl. (Optional) Within the reporting period, is there an initiative(s), project(s), and/or policy(ies) of which your company is particularly proud?

Disclaimer: These initiatives are self-reported and have not been independently verified by the UN Global Compact. By responding to this question, you consent to being contacted by the UN Global Compact regarding these initiatives for potential inclusion as examples in UN Global Compact resources.

This stand-out effort relates to:

(Select all that apply) 

- Governance
- Human Rights**
- Labour
- Environment**
- Anti-Corruption**

SIA. Please provide a link and/or provide additional information:

During the reporting year, GEOLOG implemented several sustainability initiatives, with a particular focus on both environmental and social responsibility. On the environmental side, GEOLOG participated in a program that distributed fruit trees to employees and also supported a mangrove planting project, contributing to biodiversity and climate resilience. Socially, GEOLOG invested in local community programs and supported local education initiatives. These actions reflect GEOLOG's ongoing dedication to sustainability and continuous improvement. While GEOLOG does not have a single initiative to highlight, we are proud of the cumulative impact of these efforts. Please refer to the below document for detailed information on each sustainability initiative. Furthermore, GEOLOG has introduced a training on Ethics and Anti-Corruption which all the managers have to attend.

(Optional) Please upload an outcome-focused document:

Sustainable initiatives 2024.pdf

76.2 KB

application/pdf

S2. Which of the five issue areas does the company plan to prioritize in the next two years?

(Select all that apply) 

- Governance
- Human Rights
- Labour
- Environment**
- Anti-Corruption
- None

S2A. (Optional) Please provide additional information:

Over the next two years, GEOLOG will prioritize the Environment as its main focus area. In particular, we are committed to addressing GHG emissions through the implementation of a structured decarbonization plan. This is a 5 year plan and includes measures to reduce GEOLOG's carbon footprint across operations, and explore renewable energy solutions as part of our broader sustainability strategy.

Governance

[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 code of conduct in place regarding each of the following sustainability topics?

(Select one answer option per line) 

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

G2A. (Optional) Please provide additional information:

G3. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer option per line) 

	No one is specifically responsible for this topic	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 type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G3A. (Optional) Please provide additional information:

G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?

(Select one answer option per line) 

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	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)	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)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)
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"/>

G3.1A (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 are shared between HR and Legal Depts. while QHSE Dept. is responsible for Environment and Sustainability.

G4. Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?

(Select one answer option per line) 

	No, this is not a current priority	No, but we plan to within the next two years	Yes, conducted by a designated individual or group	Yes, engaging employees across the company	Yes, engaging employees and business partners	Yes, engaging employees, business partners and external stakeholders
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<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 type="radio"/>	<input checked="" type="radio"/>

G4A. (Optional) Please provide additional information:

GEOLOG has well established an 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. GEOLOG performs due diligence to its suppliers and other business partners to ensure they comply with national and international legal requirements, as applicable.

G4.1. As part of the risk identification, assessment and mitigation process, has the company identified business partners and external stakeholders where the risk related to human rights, labour, environment and/or corruption may be particularly severe?

(Select one answer option per line) 

Yes

No

Environmental risks

Corruption risks

G4.1A. (Optional) Please provide additional information:

G5. 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 option 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 (including 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"/>

G5A. (Optional) Please provide additional information:

G5.1. 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 option per line) 

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

G5.1A. (Optional) Please provide additional information:

GEOLOG has a 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.

G6. 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 answer option per line) 

	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	<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"/>

G6A. (Optional) Please provide additional information:

Employees can send anonymous emails to HR or contact directly GEOLÓG's Employee Relations if they have any concerns related to human rights, labor rights, the environment or anti-corruptions.

G6.1. 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 option per line) 

Yes

No

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)

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

G7. How does the company track the effectiveness of its actions, and the related impacts, of the following sustainability topics?

(Select one answer option per line) **i**

	No actions and related impacts are systematically tracked	Conducts investigation reviews of incidents on an as-needed basis	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation reviews 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"/>

G7A. (Optional) Please provide additional information:

G8. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer option per line) 

No, this is not a current
priority

No, but we plan to within
the next two years

Yes

Human Rights

Labour Rights / Decent
Work

Environment

Anti-Corruption

G8A. (Optional) Please provide additional information:

G9. Please provide details regarding the company's board/highest governance body.

(Please enter only whole numbers rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros. For **Male, Female, Other**, **Under 30 years old, 30-50 years old, Above 50 years old** and **Executive, Independent** please enter only whole numbers from 0 to 100, inclusive ensuring the values in the column sum to 100 to move on.)

(Text box with option for 'Not applicable')

	Known	Number (Please input a whole number)	Not applicable
Total number of board members (#)	<input checked="" type="radio"/>	<input type="text" value="2"/>	<input type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Male (%)	<input checked="" type="radio"/>	<input type="text" value="100"/>	<input type="radio"/>
Female (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>
Other (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>


	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Under 30 years old (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>
30-50 years old (%)	<input checked="" type="radio"/>	<input type="text" value="50"/>	<input type="radio"/>
Above 50 years old (%)	<input checked="" type="radio"/>	<input type="text" value="50"/>	<input type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
From minority or vulnerable groups (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Executive (%)	<input checked="" type="radio"/>	<input type="text" value="100"/>	<input type="radio"/>
Independent (%)	<input type="radio"/>	<input type="text"/>	<input checked="" type="radio"/>

G9A. (Optional) Please provide additional information:

G10. Within the reporting period, what was the percentage of women in managerial positions?

(Select one answer option per line, if 'Known', include the value. Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

	Percentage of women (%) (Please input a whole number e.g., 50% = 50)	
	Known	Unknown
Managerial positions	<input checked="" type="radio"/>	<input type="radio"/>
	<input style="width: 60px; height: 25px; border: 1px solid #ccc;" type="text" value="7"/>	

G10A. (Optional) Please provide additional information:

Within the reporting period, the percentage of women in managerial positions was 7%. This reflects the current composition of our workforce, which is historically male-dominated due to the nature of the industry and the operational environments in which we work. However, GEOLOG recognizes the importance of gender diversity and is committed to improving representation over time. Efforts are underway to promote equal opportunities through inclusive recruitment practices, internal development programs, and support for female talent in technical and leadership roles.

GII. What is the gender representation of the company's C-suite or equivalent executive leadership positions?

(Select all that apply for each line) 

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Chief Executive Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Financial Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Procurement Officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chief Technology Officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chief Marketing Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Operations Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Sustainability Officer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Legal Officer/General Counsel	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Human Resources Officer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please provide additional information)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

GIIA. (Optional) Please provide additional information:

Most C-suite or equivalent executive leadership positions were held by men during the reporting period. This reflects the current gender distribution within our senior management, which has been shaped by the traditionally male-dominated nature of the industry. GEOLOG acknowledges the need to improve gender diversity at all levels of leadership and is committed to fostering a more inclusive environment. We are taking steps to encourage the progression of women into leadership roles through inclusive hiring, talent development, and mentorship initiatives aimed at building a more balanced executive team over time. As part of succession planning, the company has taken the strategy to promote high potential female employees in the leadership role, so that the issue related to gender balance and diversity is addressed in coming years.

GIIA. Other (Please provide additional information):

In HR department, region HR management positions have been held by female (2 female region HR Managers).

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)
- Carbon Disclosure Project (CDP)
- Science Based Targets initiative (SBTi)
- 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 does not currently have a standalone sustainability report aligned with recognized reporting frameworks. However, GEOLOG discloses its environmental, social, and governance performance through internationally recognized platforms, including CDP and EcoVadis. These disclosures reflect GEOLOG's commitment to transparency and continuous improvement in sustainability practices, and they provide stakeholders with relevant information on our environmental and social impact.

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

(Select one that applies) **i**

Yes

No

G13A. (Optional) 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. Yes (Please provide additional information):

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

Human Rights and Labour

[Click for additional guidance](#)

NOTE: Regardless of whether the following labour rights and gender topics are marked as material in questions HR/L1 and HR/L1.1, all UN Global Compact participants must provide additional details on these topics in subsequent HR/L questions:

- Freedom of association and the right to collective bargaining
- Child labour
- Forced labour
- Non-discrimination in employment and occupation
- A safe and healthy working environment
- Gender equality and women's rights

For all other human rights topics listed in question HR/L1, additional details will only be required if they are selected as material in question HR/L1.1.

HR/LI. Which of the following has the company identified as material human and labour rights topics connected with its operations and/or value chain?

(Select all that apply) 

- Freedom of association and the right to collective bargaining**
- Child labour**
- Forced labour**
- Non-discrimination in respect of employment and occupation**
- Safe and healthy working environment**
- Wages**
- Working hours**
- Gender equality and women's rights**
- Freedom of expression**
- Digital security and privacy**
- Product and service end-user rights
- Security arrangements**
- Right to clean and healthy environment: pollution, water, air, and land
- Land rights and rights of Indigenous Peoples**
- Rights of vulnerable groups and minorities**
- Raw material sourcing
- Other

HR/LIA. (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 contribute to the communities. In this way, we look forward to support and improve local conditions.

HR/LI.1. From the identified topics, please select up to six that are considered most material to the company's operations and/or its value chain.

(Select all that apply, maximum six)

- Freedom of association and the right to collective bargaining
- Child labour**
- Forced labour
- Non-discrimination in respect of employment and occupation**
- Safe and healthy working environment**
- Wages
- Working hours**
- Gender equality and women's rights**
- Freedom of expression
- Digital security and privacy**
- Security arrangements
- Land rights and rights of Indigenous Peoples
- Rights of vulnerable groups and minorities

HR/LI.1A. (Optional) Please provide additional information:

These topics are particularly relevant given the nature of the oil and gas sector, which often involves operations in complex environments and diverse geographic regions. These issues are central to our social responsibility commitments and are actively managed through internal policies, supplier engagement, and continuous improvement initiatives.

HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?

(Select one answer option 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	Not applicable (Please provide additional information)
Freedom of association and the right to collective bargaining	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced 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"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working hours	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Digital security and privacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)

Freedom of association and the right to collective bargaining	
Child labour	2023
Forced labour	2024
Non-discrimination in respect of employment and occupation	2024
Safe and healthy working environment	2024
Gender equality and women's rights	2024
Working hours	2023
Digital security and privacy	2022

HR/L2A. (Optional) Please provide additional information:

It was not possible to upload all supporting documents covering the selected human rights and labour rights topics due to the upload limit. However, GEOLÓG has established policy commitments addressing the selected areas through the following documents: - Code of Business Conduct, - OH&S Policy - Modern Slavery and Anti-Human Trafficking Policy - Anti Harasment and Workplace Bullying Policy and Procedure - Equal Employment Opportunity Policy - Employee Health Wellness and Human Rights Policy - Cybersecurity Awareness Training Policy - Online and Social Media Policy

HR/L2A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

Code of Business Conduct - GEOLOG.pdf

0.1 MB

application/pdf

HR/L2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

OH%26S Policy_2025.pdf

0.3 MB

application/pdf

HR/L2.1. For each human rights & labour rights policy commitment, is it:

(Select all that apply for each line) 

	Aligned with international human rights/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
Child labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Safe and healthy working environment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Working hours	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Digital security and privacy	<input checked="" 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 human rights/labour rights expertise from inside and/or outside the company	Other (Please provide additional information)
Child labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" 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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Digital security and privacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR/L2.1A. (Optional) Please provide additional information:

The policies are developed in-house and are reviewed periodically, as needed.

HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?

(Select all that apply for each 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	To assess progress in preventing/mitigating the risks/impacts in question
Freedom of association and the right to collective bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Digital security and privacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To collaborate in the prevention/
mitigation of the risks/ impacts in
question

- Freedom of association and the right to collective bargaining
- Child labour
- Forced labour
- Non-discrimination in respect of employment and occupation
- Safe and healthy working environment
- Gender equality and women's rights
- Working hours
- Digital security and privacy

HR/L3A. (Optional) Please provide additional information:

HR/L4. 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 & labour rights topics?

(Select all that apply for each line) 

	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
Freedom of association and the right to collective bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Digital security and privacy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>
Forced 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"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input type="checkbox"/>
Digital security and privacy	<input type="checkbox"/>	<input type="checkbox"/>

HR/L4A. (Optional) Please provide additional information:

GEOLOG believes 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 GEOLOG. 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.

HR/L4.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select one answer per line) 

	No monitoring of progress	Review topics on an 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)
Child labour	<input type="radio"/>	<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"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<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"/>
Working hours	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security and privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

HR/L4.1A. (Optional) Please provide additional information:

HR/L4.1.1. (Optional) For relevant human rights & labourrights topics for which the company sets timebound goals/targets, what targets has the company set? i

Safe and healthy working environment

0 Lost Time Incident

Digital security and privacy

0 information loss due to cyberattacks

HR/L4.1.1A. (Optional) Please provide additional information:

GEOLOG has set timebound goals focused on ensuring a safe and healthy working environment, which is a key human and labour rights priority. These goals are reviewed and updated annually and include, among others: - Zero Lost Time Incidents - 20% reduction in first aid cases - Zero work-related car accidents - Completion of targeted HSE audits across operations - Achievement of annual HSE training targets. These objectives are part of GEOLOG's broader commitment to safeguarding the wellbeing of our workforce and continuously improving our health and safety performance.

HR/L5. 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 human rights & labour topic(s)?

(Select one answer per line) 

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Freedom of association and the right to collective bargaining	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital security and privacy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR/L5A. (Optional) Please provide additional information:

GEOLOG was involved in providing remedy related to a safe and healthy working environment. One Lost Time Incident occurred, which was thoroughly investigated. The root causes were identified, and a series of corrective and preventive actions were implemented to avoid recurrence. These included targeted additional training, revision of relevant Safe Systems of Work, a corporate-wide Safety Stand Down to reinforce key safety messages, and the review and strengthening of operational procedures. These actions are in line with GEOLOG's commitment to learning from incidents and continuously improving its health and safety culture.

HR/L6. What was the average gender pay gap (comparing jobs of equal value) during the reporting period?

(Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)

Guidance for Gender Pay Gap: For each job level or category, companies are to calculate the gap of gross hourly earnings paid to female and male employees and report the average gap of earnings across job categories as a percentage. Please refer to the CoP guidebook for additional information on the average gender pay gap formula.

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



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



Unknown



Choose to not disclose

HR/L6A. (Optional) Please provide additional information:

HR/L7. Within the reporting period, what was the rate of recordable work-related accidents for employees? i

(Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)

Guidance for work-related accidents rate: companies should calculate the work-related accidents rate by dividing the total number of work-related accidents in the reporting year by the total number of hours worked by all employees during the same period. The result should then be multiplied by 200,000. Please refer to the CoP guidebook for additional information on the work-related accidents rate formula.

- Rate of work-related accidents (Please input a whole number):** Unknown Choose to not disclose

HR/L7A. (Optional) Please provide additional information:


HR/L8. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights and labour principles, including goals set and 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. GEOLOG has also been conducting employee surveys 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](#)

EI. Does the company have a policy commitment in relation to the following environmental 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	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (
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"/>	
Nature and biodiversity	<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

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)	Please input the year the relevant environmental policy was last reviewed (
--	--	--	--	---

Other environmental topic(s)
(Please provide additional information)

EIA. (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. GEOLOG continues to monitor its annual GHG emissions and in 2024 initiated the assessment of its scope 3 emissions. GEOLOG GHG emissions are verified externally and communicated to all stakeholders.

EIA. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

ESG Policy _ 2025.pdf

0.3 MB

application/pdf

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

(Uploaded file cannot exceed 50MB)

241021 - GEOLOG Carbon Management Plan S1%2B2 - Final 1.pdf

1.1 MB

application/pdf

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

(Select all that apply for each line) 

	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 checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" 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/or outside the company	Other (Please provide additional information)
Climate change	<input checked="" 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"/>

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 all that apply for each 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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water	<input checked="" 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"/>
Nature and biodiversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other environmental topic(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<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"/>
Other environmental topic (s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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"/>
Nature and biodiversity	<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 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	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other environmental topic(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>
Oceans	<input type="checkbox"/>	<input type="checkbox"/>
Nature and biodiversity	<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"/>
Other environmental topic(s)	<input type="checkbox"/>	<input type="checkbox"/>

E3A. (Optional) Please provide additional information:

E3.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer option 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"/>
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input 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"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

E3.1A. (Optional) Please provide additional information:

E3.1.1. (Optional) For relevant environmental topics for which the company sets timebound goals/targets, what 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	Reduce 14% of GEOLOG GHG emissions (scope 1 and 2) by 2028 (compared to scope 1 and 2 emissions in 2023).
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Energy & resource use	Procure renewable energy for GEOLOG offices, with a potential reduction up to 650 tCO ₂ e (comparing to 2023 GEOLOG emissions).
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E3.1.1A. (Optional) Please provide additional information:

E3.1.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against goal/target tracked?

(Select all that apply for each line) 

	Progress is not tracked	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 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"/>

E3.1.2A. (Optional) Please provide additional information:

E4. 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 option per line) i

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Climate change	<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"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nature and biodiversity	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input 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"/>
Other environmental topic(s)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E4A. (Optional) Please provide additional information:

E5. Does the company have a target(s), validated by a third-party, relating to the reduction of greenhouse gas (GHG) emissions?


(Text box with option for "No targets set") 

	Known	Baseline year (YYYY)	Target year (YYYY)	No targets set
Scope 1 targets validated by a third-party	<input checked="" type="radio"/>	<input type="text" value="2023"/>	<input type="text" value="2028"/>	<input type="radio"/>
Scope 2 targets (market-based) validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>
Scope 2 targets (location-based) validated by a third-party	<input checked="" type="radio"/>	<input type="text" value="2023"/>	<input type="text" value="2028"/>	<input type="radio"/>
Scope 3 targets validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>
Set targets are not validated by a third-party	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/>

E5A. (Optional) Please provide additional information:

GEOLOG has established GHG emissions reduction targets as part of its broader Carbon Management Plan. These targets were developed in-house with the collaboration and expertise of a third party to ensure they are technically sound and aligned with best practices. The targets were reviewed and approved by top management, reflecting the company’s strategic commitment to reducing its carbon footprint and addressing climate-related risks.

E5.1. Within the reporting period, did the company measure Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

	Known	Measured Total Emissions (tCO2e)	We did not measure our gross emissions
Scope 1 emissions	<input checked="" type="radio"/>	423	<input type="radio"/>
Scope 2 (market-based) emissions	<input type="radio"/>		<input checked="" type="radio"/>
Scope 2 (location-based) emissions	<input checked="" type="radio"/>	3962	<input type="radio"/>


E5.1A. (Optional) Please provide additional information:

Empty text box for additional information.

E5.1A. We did not measure our gross emissions (Please provide additional information):

Scope 2 emissions (market-based) have not been calculated due to the complexity of gathering the necessary data on a global scale. As a company operating in multiple countries, obtaining consistent and verifiable information on electricity suppliers, contractual instruments (such as energy attribute certificates), and emission factors for each location presents a significant challenge. Given these constraints, the location-based method has been used as a proxy to provide a transparent and consistent estimate of our Scope 2 emissions, as a market-based figure cannot be reliably calculated at this stage.

E6. Within the reporting period, did the company measure Scope 3 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) 

	Known	Measured total emissions (tCO2e)	Yes, partially measured	We did not measure Scope 3 emissions (Please provide additional information)
Scope 3 emissions	<input checked="" type="radio"/>	6569	<input type="radio"/>	<input type="radio"/>

E6A. (Optional) Please provide additional information:

In 2024, GEOLOG initiated the measurement of its Scope 3 GHG emissions. GEOLOG included the following relevant categories: - Category 1: Purchased goods and services - Category 2: Capital goods - Category 3: Fuel- and energy-related activities - Category 5: Waste generated in operations - Category 6: Business travel - Category 8: Upstream leased assets Some other Scope 3 categories were excluded either because they were assessed as not relevant to the GEOLOG's operations or due to the complexity and data limitations associated with including them in the first year of this exercise. GEOLOG is committed to improving data coverage and accuracy over time as part of its ongoing decarbonization and emissions management efforts.

E6.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?

(Select all that apply) 

- Purchased goods and services**
- Capital goods**
- Fuel- and energy-related activities**
- Upstream transportation and distribution
- Waste generated in operations**
- Business travel**
- Employee commuting
- Upstream leased assets**
- Downstream transportation and distribution
- Processing of sold products
- Use of sold products
- End-of-life treatment of sold products
- Downstream leased assets
- Franchises
- Investments
- Other - upstream
- Other - downstream

E6.1A. (Optional) Please provide additional information:

Some Scope 3 categories were excluded either because they were assessed as not relevant to the company's operations or due to the complexity and data limitations associated with including them in the first year of this exercise. The company is committed to improving data coverage and accuracy over time as part of its ongoing decarbonization and emissions management efforts.

E7. Does the company have a climate adaptation plan?

(Select all that apply) 

- Yes, and it includes physical risk assessments
- Yes, and it includes a physical climate risk scenario analysis
- Yes, and it includes actions to increase adaptation and resilience in the communities in which we operate
- No, but we plan to within the next two years**
- No

E7A. (Optional) Please provide additional information:

GEOLOG doesn't currently have a climate adaptation plan in place. However, the development of such plan is recognized as an important step in enhancing resilience to climate-related risks, and GEOLOG intends to develop one in the near future. At this stage, it is not yet possible to define a specific timeline for its completion, but it remains part of our ongoing commitment to sustainability and risk management.

E8. Has your company taken steps to reduce its fossil fuel consumption within the reporting period?

(Select one that applies) [i](#)

Yes

No

E8A. Please provide additional information:

During the reporting year, GEOLOG evaluated the results of its baseline GHG emissions study. This assessment was essential to understand the main sources of emissions and to identify opportunities for reduction. Based on the findings, GEOLOG developed a Carbon Management Plan, which was finalized and approved by top management at the end of the reporting year. As a result, the plan could not yet be implemented within the reporting period, and no significant reductions in fossil fuel consumption were achieved during that time.

E9. Has the company increased its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?

(Select all that apply) 

- Yes, we have increased direct/indirect investment in renewable energy**
- Yes, we have increased direct/indirect investment in nuclear energy
- Yes, we have increased direct/indirect investment in carbon capture and storage (CCS)
- Yes, we have increased direct/indirect investment in other low-carbon technologies
- No change – direct/indirect investment in low-carbon technologies remained the same
- No, we have decreased direct/indirect investment in low-carbon technologies

E9A. (Optional) Please provide additional information:

GEOLOG has increased its electricity consumption from renewable sources during 2024 (when compared to 2023).

E10. 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) 

Climate change

Oceans

Energy & resource use

Water

Nature and biodiversity


Air pollution

Waste

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


E10A. (Optional) Please provide additional information:

E15. Within the reporting period, has the company acted to reduce waste generated by its operations?

(Select all that apply) 

- Yes, through the implementation of circular and/or reuse initiatives
- Yes, through investment in alternative materials
- Yes, through recycling measures**
- No, we are not actively reducing waste

E15A. (Optional) Please provide additional information:

E16. (Optional) 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. 

GEOLOG has adopted new environmental policies (GEOLOG Base Renewable Energy Policy, GEOLOG Hybrid and Electric Vehicle (EV) Policy, GEOLOG Refrigerant Management Policy). These policies are part of GEOLOG's strategy to achieve its GHG emissions reduction targets and achieve net zero by 2050.

Anti-Corruption

[Click for additional guidance](#)

AC1. Does the company have an anti-corruption compliance programme?

(Select one that applies) [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. Is the anti-corruption compliance programme:

(Select all that apply) 

- 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**
- Applied to the company's own operations and the value chain**
- (e.g., suppliers, consumers, communities, other business relationships)**
- Other (Please provide additional information)

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

AC1.2. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) 

- Yes, through review on an adhoc 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)

AC1.2A. (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?

(Select one that applies) [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 additional information:

AC3. Does the company engage in collective action against corruption?

(Select one that applies) [i](#)

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

AC3A. (Optional) Please provide additional information:

AC3A. 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 applying 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.

AC4. Who receives training on anti-corruption and integrity?

(Select all that apply) 

- Selected employees (Please provide additional information)
- All employees**
- Third-party suppliers, contractors and/or consultants
- No training provided

AC4A. (Optional) Please provide additional information:

AC4.1. How often is such training provided?

(Select one answer option 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"/> |

AC4.1A. (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.

AC5. Within the reporting period, have there been any suspected incidents of corruption?

(Select one that applies) [i](#)

- Yes
- No**

AC5A. (Optional) Please provide additional information:

AC6. (Optional) 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. [i](#)

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. Legal dept. has introduced the due diligence process of key stakeholders.

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

(Uploaded file cannot exceed 50MB)

ESG Policy _ 2025.pdf

0.3 MB

application/pdf

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

(Uploaded file cannot exceed 50MB)

250729 - Geolog 2024 Scope 1%2B2%2B3 GHG Verification Report - Final 1.1.pdf

2.5 MB

application/pdf

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

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

Thank you for completing the Communication on Progress.

Please do not close the page.