



2023 Sustainability Report

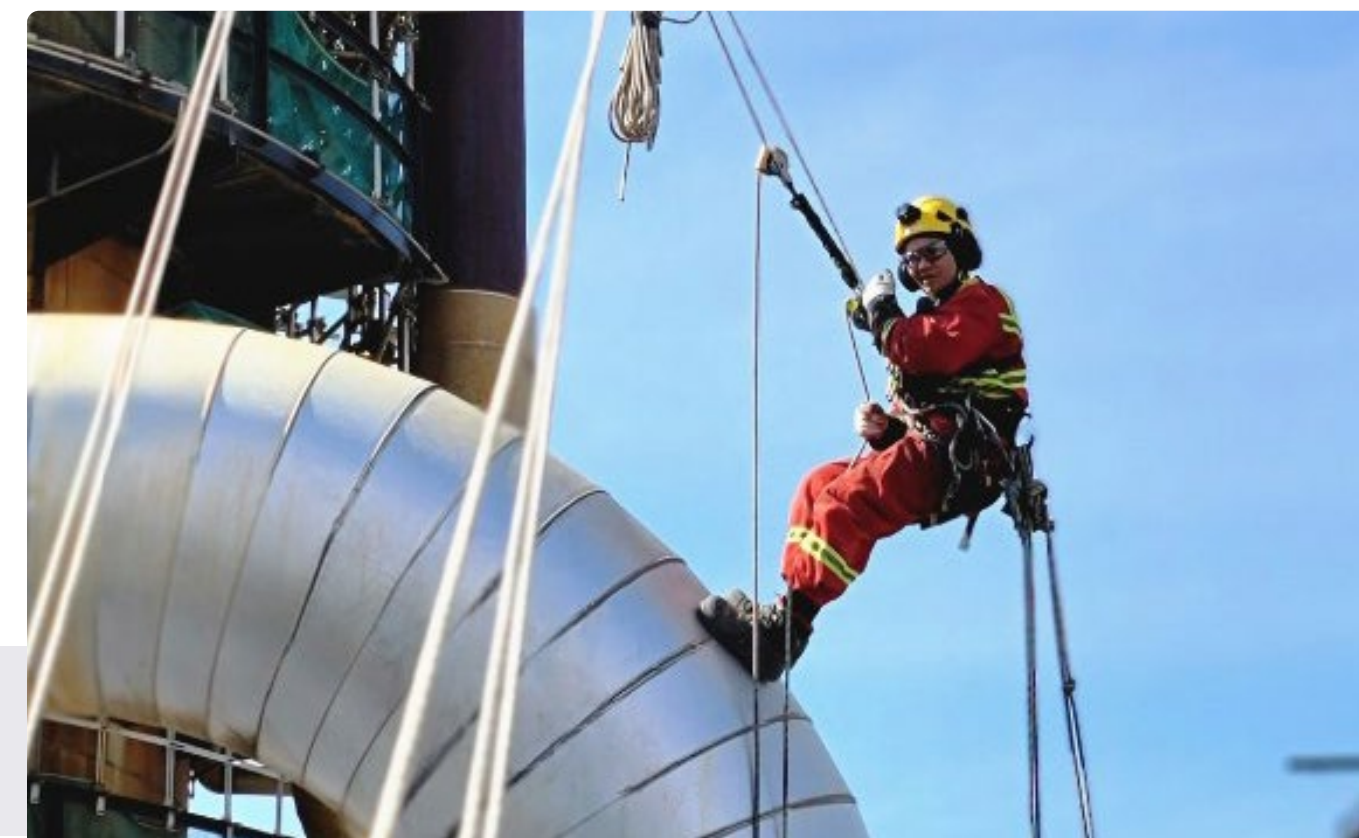
Environmental, Social, and
Corporate Governance Programme

A Higher Level of Reliability®

Table of Contents



About this Report	3
A Message from Our President & CEO	4
Acuren at a Glance	5
Our Business	7
Safety-First Approach	8
Aligned with Sustainability (Rope Access)	10
Asset Integrity Management (AIM)	10



ESG and Acuren	11
ESG Vision	12
History of Sustainability	13
Care for People and Our Environment	14
Focus on Safety	15
Prioritizing Our Team	17
Diversity, Equity & Inclusion	18
Environmental Responsibility	19
Governance	21
Leadership Accountability	22
Policies and Management	23
Business Ethics	24
Sourcing Responsibility / Supplier Diversity	25
Data Privacy and Cybersecurity	26
Our Community	27

About This Report



Acuren is pleased to present our second annual Environment, Social, and Governance (ESG) Report, which outlines the contribution of our business to core industry goals of sustainability, efficiency, safety, and responsible operatorship. We are proud to provide an update on our ESG program as well our performance across our most material ESG-related baseline metrics.



A Higher Level of Reliability®



A Message from Our President and CEO

It is my honor to share our second annual Sustainability Report with you and acknowledge our collective efforts in both leadership and innovation within our industry. At Acuren, we hold steadfast to our core values: **People First, Integrity Always, Pride in Our Work, and Growth Together.** These values provide the foundation for our unwavering dedication to environmental stewardship, social responsibility, and governance and continue to drive our operations and strategic decisions.

As a globally recognized leader in inspection and industrial services, safety and integrity serve as the cornerstone of our progress. Further, we recognize the profound impact our business can make on the world around us, and our responsibilities go beyond safe operations. Our role helps safeguard our planet for future generations, and as such, we seek to operate at the nexus of technology and sustainability, leveraging advanced solutions to minimize our environmental footprint and support our clients in their own ESG endeavors.

At all times, we are proud to maintain high ethical standards, guided by our Code of Conduct and manifested in daily operations and compliance across all facets of the business. From these foundations we foster a culture where safety and well-being are non-negotiables and aim for a future where zero incidents are not just a goal but the reality.

In addition to sustainability, we recognize the power of diversity and its role in elevating and enriching our organization. Our commitment to inclusivity means creating an environment where every employee can thrive, feel empowered, and experience growth opportunities and community support. Together, we celebrate our differences and recognize them as our greatest strength.

As we move ahead, our dedication to ESG integration remains unwavering. We will continue to set and seek to make progress against clear, measurable objectives while maintaining transparency in tracking our progress. Understanding that the journey toward sustainability is perpetual, we approach it with the enduring zeal and commitment that have long defined our organization. Together, we aim to forge a legacy distinguished by excellence and accountability, ensuring that Acuren continues to embody the values of quality, safety, and sustainability.

A handwritten signature in blue ink, reading "Tal Pizzey".

Tal Pizzey
President & CEO



Acuren At a Glance



40+

Acquisitions

110+

Operating Locations

5,500+

Professional Employees

20+

Industries Served

35+

Service Offerings

10,000+

Clients Worldwide

Corporate Profile

Acuren is a leading provider of state-of-the-art nondestructive testing, inspection, engineering, and rope access integrated services, operating across more than 110 locations and boasting a workforce exceeding 5,500 employees throughout North America and the United Kingdom.

We are committed to delivering a higher level of reliability through an unrivaled spectrum of services that support the safe operation of industrial assets. We take pride in serving some of the world's largest and most sophisticated industrial firms across a range of sectors, including refinery,

chemical, pipeline, storage tank, power generation (fossil, nuclear, and wind), pulp & paper, aerospace, automotive, and pharmaceutical industries.

At Acuren, our recipe for success is elegantly simple: We cultivate exceptional local expertise with extensively trained and well-equipped personnel supported by the guidance of seasoned leaders. Our global footprint ensures access to unparalleled resources, all while maintaining an unwavering commitment to safety, quality, and professionalism.

Vision and Values

We are steadfast in upholding the highest ethical standards, which form the bedrock of our company's values. This commitment extends to all business relationships, where we treat suppliers, subcontractors, consultants, and agents with respect and ensure fair competition. Upholding integrity, we avoid accepting any form of influence and strictly prohibit improper payments to mitigate legal risks. These principles are integral to our Code of Conduct, guiding our operations domestically and internationally.





Our Businesses

For over two decades, Acuren has been at the forefront of delivering non-destructive testing and rope access services to various industries, reaping significant benefits in terms ESG outcomes. By minimizing the need for invasive procedures and reducing environmental disruption, these methods contribute to sustainability efforts. Additionally, they enhance workplace safety, promote social responsibility by providing access to difficult-to-reach areas without extensive infrastructure, and uphold governance standards through rigorous compliance protocols.

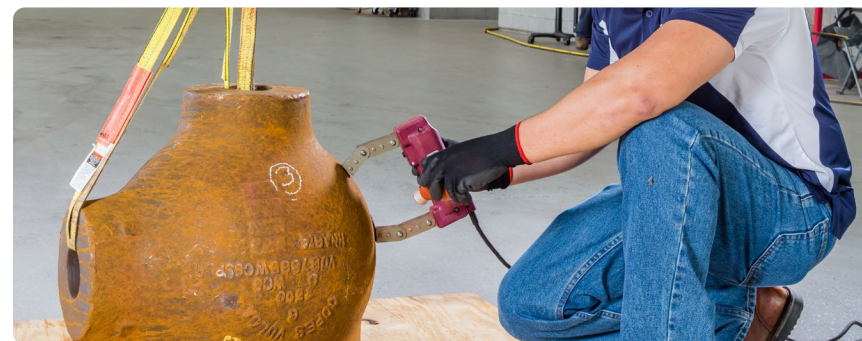
Rope Access

Rope Access services provided by Acuren enhance safety, offer cost-effectiveness, and require fewer materials compared to conventional access methods like scaffolding or lifts. By utilizing ropes, our skilled technicians can access difficult-to-reach areas with precision and agility, reducing the need for bulky equipment and minimizing workspace disruptions. This streamlined approach increases safety by minimizing fall hazards and reduces labor and material costs associated with traditional access methods. Additionally, these methods contribute to sustainability efforts. Furthermore, they enhance workplace safety, promote social responsibility by providing access to difficult-to-reach areas without extensive infrastructure, and uphold governance standards through rigorous compliance protocols.



Non Destructive Testing

Acuren's advanced non-destructive testing (NDT) delivers swift, precise results while minimizing operational disruptions. By detecting flaws and defects early, NDT prevents potential failures, minimizing the risk of accidents and ensuring regulatory compliance. This proactive approach helps organizations maintain safe working environments, ensure reliable operating processes, reduce overall inspection and maintenance costs, and meet industry standards effectively.



Engineering

Acuren is one of North America's largest materials engineering and testing companies. Our engineers have extensive experience in the field and in the laboratory. With a commitment to improving safety and reliability, we create innovative solutions for increased efficiency, decreased cost and risk, and higher reliability.





Our Business

Safety, Sustainability, and Integrity



Operating with a Safety-First Approach

At Acuren, we are committed to the health and safety of both our employees and customers. And as such, we foster a safety culture that surpasses industry standards, placing emphasis on behaviors that safeguard our workforce and your business interests. Rooted in comprehensive integrated safety management systems, our programs prioritize risk reduction and meticulous incident management. Among these initiatives are specialized safety programs like Radiation Safety, Rope Access Safety, Driver Safety, and Life Saving Rules, that are fully integrated into all service lines and operations nationwide.



Our steadfast efforts, bolstered by executive commitment and ongoing investment, have firmly established Acuren as a beacon of safety leadership and performance. Validated by numerous provincial Certificates of Recognition (COR) in Canada, our safety protocols have consistently earned esteemed accolades, including the Syncrude Canada Limited President’s Award and multiple distinctions from Imperial Oil. Through proactive cultivation of a robust safety culture, we have achieved a decade-long improvement in our Total Recordable Incident Rate (TRIR), setting a benchmark of excellence within the industry. Together, our managers and staff ensure that we uphold our commitment and our foundational motto of “Each employee home safely, every



A Business Aligned with Sustainability

As the largest rope access service provider in North America and a founding member of the Industrial Rope Access Trade Association (IRATA), we prioritize sustainable practices and aim to lower carbon emissions by replacing traditional steel scaffolding with rope access methods, resulting in an annual reduction of approximately 5,400 kg of CO2 per project. Our commitment to sustainable practices aligns seamlessly with the operational benefits of rope access.

Notably, rope access is between **2 to 4 times quicker than scaffolding**, offering a substantial **30% to 80% time efficiency improvement**

The efficiency of rope access is particularly valuable in complex or large-scale projects, where the rapid deployment and dismantling of rope systems provide a versatile and less disruptive alternative. Acuren’s rope access services not only accelerate project timelines but also maintain stringent safety standards, backed by the rigorous training and dual-rope systems that significantly minimize the risk of falls. This adept combination of speed, safety, and environmental consideration exemplifies Acuren’s forward-thinking approach to asset integrity management, solidifying its position as a leader in delivering sustainable, high-quality industrial services.



Asset Integrity Management (AIM)

Acuren’s Asset Integrity Management (AIM) services are tailored to ensure the structural resilience and integrity of energy sector infrastructure, utilizing a comprehensive suite of engineering, NDT, and inspection techniques. From risk-based inspection (RBI) programs to finite elemental analysis (FEA), our proactive approach extends asset lifespan and reduces failure risks, reinforcing the ethical stewardship of critical infrastructure. Furthermore, we support energy transition for our customers by aiding in retrofitting and conversion efforts, ensuring foundational energy assets can adapt to evolving requirements and facilitating a seamless transition to more sustainable practices.

With a focus on precision and efficiency, Acuren successfully assisted a food industry client in preventing pipe leaks and avoiding a possible shutdown in a 75,000 pound ammonia system. Utilizing advanced technology such as Digital radiography (DR) and real-time radiography (RTR),

alongside skilled technicians, Acuren’s Ammonia System Inspection Group identified potential leak points, ensuring uninterrupted and efficient operations for the client. By integrating inspection methods, Acuren helped locate corroded pipes, avoiding unnecessary ultrasonic testing and costly insulation removal while mitigating risks to employee safety, plant efficiency, and the surrounding environment, ultimately preventing potential shutdowns. This intervention not only safeguarded the client’s production processes but also underscored Acuren’s commitment to providing high-quality, reliable solutions tailored to the unique needs of the food industry.

Asset Integrity Program Elements

01	02	03	04	05	06	07	08	09
Program Setup				Program Run & Maintain				
Assess Program	Program Review	Gap Analysis	Technology Assessment & Planning	Visual & NDE Deployment Utilizing Mobile Digital Solutions	Digital Deficiency Reporting	Reporting	Report Delivery & Data for IDMS Upload	Lessons Learned & Program Improvement



ESG and Acuren

ESG Vision



At Acuren, we believe sustainability is an evolution, integral to our vision for ESG excellence. Rooted in our core values, we prioritize transparency and are dedicated to advancing our sustainability initiatives across all facets of our operations. This belief underscores our commitment to sustainable practices and drives tangible progress in key areas of ESG focus.

ESG Vision

“Delivering unparalleled reliability through innovative people passionate about a safer world”

Company Values

People First, Integrity Always,
Pride in our Work,
and Growth Together

ESG Pillars

Environmental <ul style="list-style-type: none">• Waste Management• Climate / Greenhouse Gases• Energy Usage / Efficiency• Environmental Mgmt. Systems	Social <ul style="list-style-type: none">• Employee and Customer Health and Safety• Talent Attraction, Development and Engagement• Diversity, Equity, and Inclusion• Community Impact	Governance <ul style="list-style-type: none">• Business Ethics & Integrity• Cybersecurity• Quality, Health, Safety, and Environmental Control
--	---	--

Excerpt from Acuren’s Sustainability Policy

Acuren is focused on becoming more sustainable resulting in decreased environmental impact, increased social interaction across diverse groups in society, and the highest level of corporate governance and ethical conduct.

Acuren is committed to working with our employees, customers, regulators, and investors to secure a sustainable future and improve the social, economic, and environmental well-being of the communities in which we operate, thereby creating a competitive advantage for the betterment of all, including bottom-line growth and shareholder confidence.



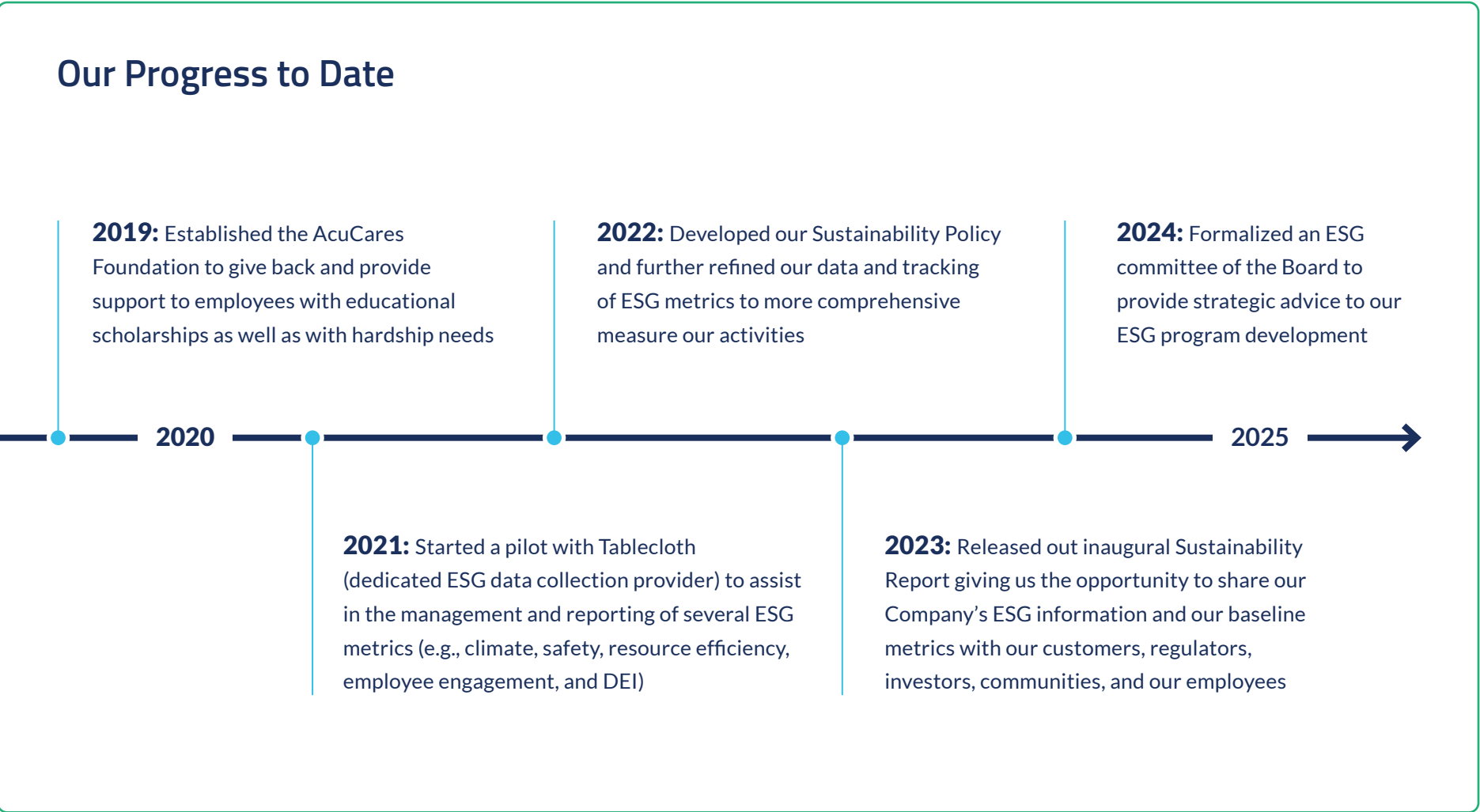
Our approach to sustainability is integrated across our business activities and takes into consideration the United Nations Sustainable Development Goals (SDGs).





History of Sustainability

At Acuren, ESG principles are deeply ingrained in our operations, driving us to pursue a deliberate and proactive path toward advancement. With a firm commitment to integrating ESG considerations into every aspect of our business, we are prioritizing meaningful progress and positive impact with an intentional approach.



Our Near-Term ESG Implementation Roadmap

- Explore internal initiatives to focus on ESG and enhance strategic planning
- Align with best practices of public ratings systems
- Boost transparency to our customers to demonstrate our ESG commitments
- Refresh policies as needed and assess regulatory and customer requirements
- Gather data on electricity, fuel usage, and waste to evaluate opportunities for efficiency and management
- Evaluate more formalized emission and waste reduction goals
- Set up our “Count Yourself In” campaign and consider additional means for employee engagement
- Form ESG steering committee



Care for People and Our Environment



Focus on Safety

As a renowned and recognized leader in safety within the industry, Acuren continues its steadfast dedication to implementing comprehensive safety programs that surpass industry benchmarks. We have been acknowledged with numerous safety awards, notably the Syncrude Canada Limited President's Award for Safety and the Imperial Oil Contractor Safety Award. These accolades, alongside certifications from various Certificate of Recognition (COR) programs across Canada, highlight our proactive approach to cultivating a robust safety culture, which has significantly improved total recordable incident rate (TRIR) over the last decade and solidified our position as a paragon of safety excellence.



Safety Statistics 2023

US Safety Performance

7,580,955

Exposure Hours

2

Recordables

0.05

TRIR

2

SMVA's

Canada Safety Performance

5,801,988

Exposure Hours

5

Recordables

0.17

TRIR

2

SMVA's

All Acuren Safety Performance

13,382,943

Exposure Hours

7

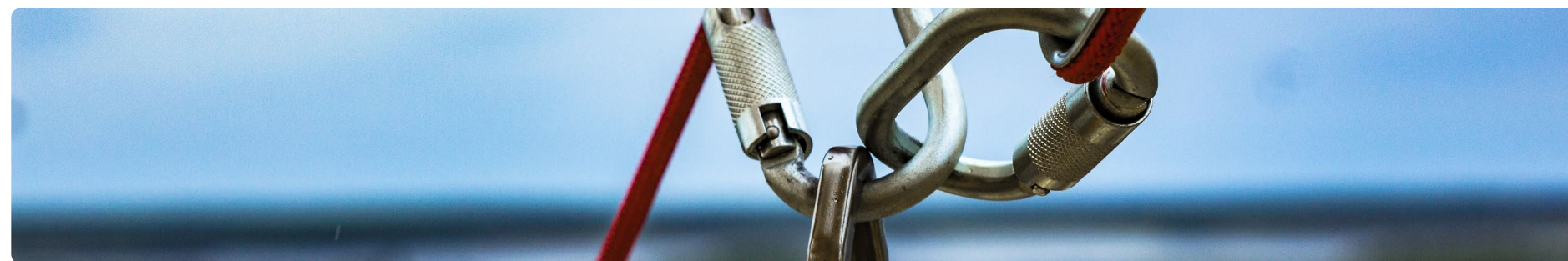
Recordables

0.10

TRIR

4

SMVA's



Life Saving Rules



Bypassing Safety Controls

Obtain authorization before overriding or disabling safety controls

- I understand and use safety-critical equipment and procedures which apply to my task
- I obtain authorization before:
 - disabling or overriding safety equipment
 - deviating from procedures
 - crossing a barrier



Energy Isolation

Verify isolation and zero energy before work begins

- I have identified all energy sources
- I confirm that hazardous energy sources have been isolated, locked, and tagged
- I have checked there is zero energy and tested for residual or stored energy



Safe Mechanical Lifting

Plan lifting operations and control the area

- I confirm that the equipment and load have been inspected and are fit for purpose
- I only operate equipment that I am qualified to use
- I establish and obey barriers and exclusion zones
- I never walk under a suspended load



Confined Space

Obtain authorization before entering a confined space

- I confirm energy sources are isolated
- I confirm the atmosphere has been tested and is monitored
- I check and use my breathing apparatus when required
- I confirm there is an attendant standing by
- I confirm a rescue plan is in place



Hot Work

Control flammables and ignition sources

- I identify and control ignition sources
- Before starting any hot work:
 - I confirm flammable material has been removed or isolated
 - I obtain authorization
- Before starting hot work in a hazardous area I confirm:
 - a gas test has been completed
 - gas will be monitored continually



Work Authorization

Work with a valid permit when required

- I have confirmed if a permit is required
- I am authorised to perform the work
- I understand the permit
- I have confirmed that hazards are controlled and it is safe to start
- I stop and reassess if conditions change



Driving

Follow safe driving rules

- I always wear a seatbelt
- I do not exceed the speed limit, and reduce my speed for road conditions
- I do not use phones or operate devices while driving
- I am fit, rested and fully alert while driving
- I follow journey management requirements



Line of Fire

Keep yourself and others out of the line of fire

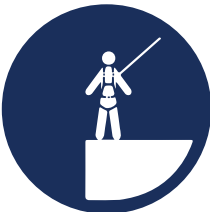
- I position myself to avoid:
 - moving objects
 - vehicles
 - pressure releases
 - dropped objects
- I establish and obey barriers and exclusion zones
- I take action to secure loose objects and report potential dropped objects



Working at Height

Protect yourself against a fall when working at height

- I inspect my fall protection equipment before use
- I secure tools and work materials to prevent dropped objects
- I tie off 100% to approved anchor points while outside a protected area



Prioritizing Our Team



We recognize our workforce is our greatest asset, therefore we actively seek to cultivate an environment where open dialogue and mutual feedback serve as cornerstones of our corporate culture, and we prioritize providing enriching career paths and learning opportunities.

Learning, Development, and Engagement

Our commitment to ensuring that employees feel valued, respected, and motivated is evident through a range of initiatives: for instance, our quarterly Townhall meetings led by the executive team to share updates and engage with employees across all levels of the company. We also implemented dedicated communication channels like the ‘Ask Tal’ email inbox and ‘Town Hall Questions’ to enable employees’ direct engagement with management, promoting transparency and inclusivity within the workplace. Regular ‘Stay Interviews’ and a comprehensive employee engagement survey further reinforce Acuren’s dedication to understanding and addressing the evolving needs and aspirations of our workforce, thus contributing to a dynamic and positive work environment.

The professional development of our employees is inextricably linked to the success of our organization. To ensure our teams have access to resources and support needed for continuous growth, we provide general training sessions, specific technical training provided by top institutions like Hellier, and the innovative leadership development program. We are very proud of the in-house leadership development program,

launched in 2021, which underscores Acuren’s dedication to nurturing leadership and technical competencies among staff and fostering a culture of continuous learning. Our leadership development program has an ongoing curriculum focused on both practical business focused information as well as leadership skills development. This program is available to leaders of all levels within the organization. We additionally provide education assistance with full or partial reimbursement for approved associations, courses, and seminars for employees after three months of service.

In 2022, we introduced the Acuren All-Star Award, a recognition initiative celebrating employees who exemplify the company’s values. Recipients are nominated by peers, managers, and clients, receive branded All-Star apparel, and celebrated at monthly town hall meetings. Through the program we have acknowledged over 2500 employees (1757 in 2023), highlighting Acuren’s commitment to fostering a culture of appreciation and excellence.

Benefits Program

Our People First mantra embodies Acuren’s profound commitment to employees’ holistic growth and well-being



and is exemplified through our Total Rewards program, which goes beyond traditional healthcare and retirement savings. It includes a wide range of benefits, such as robust healthcare coverage, extensive retirement options, and resources dedicated to promoting physical and mental wellness through specialized portals. Employees can receive reimbursements for health-related expenses like weight-loss programs and fitness equipment, and our Employee Assistance Program was designed with staff’s emotional and personal wellbeing in mind to support overall health and happiness.

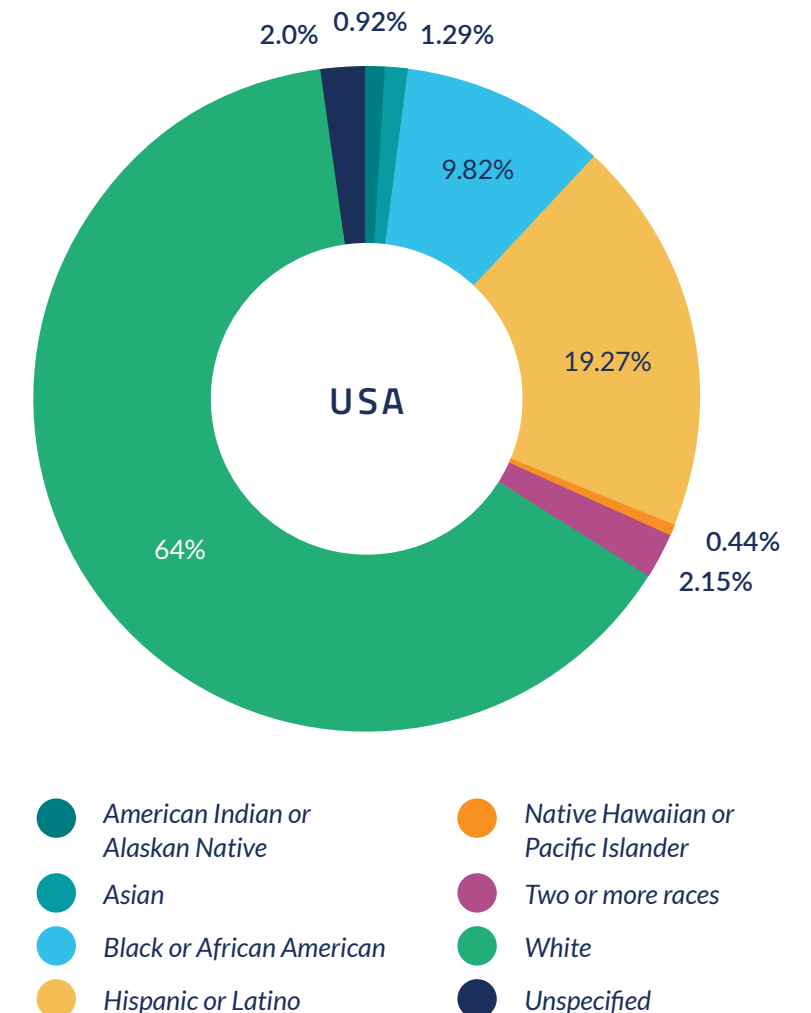
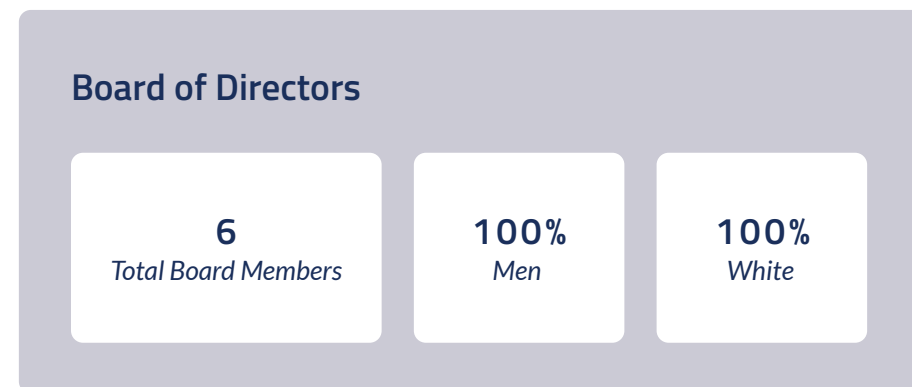
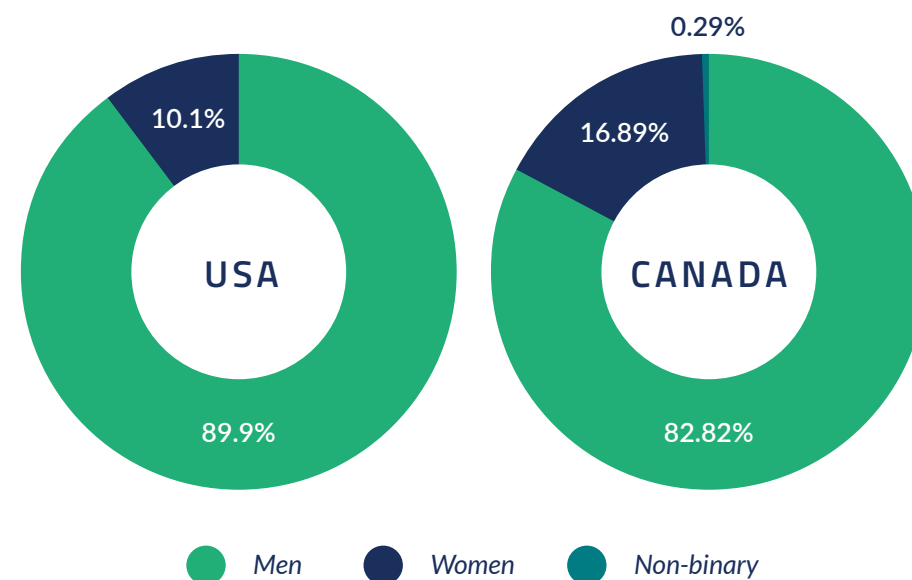
We also recognize the necessity work-life balance plays in employee satisfaction and mental health, driving our approach to flexible work arrangements within our diverse workforce. Our Alternative Work Arrangements offer variable working hours, remote work, and telecommuting options tailored to fit both employee and job requirements.

Diversity, Equity & Inclusion



Recognizing the strength diversity brings to an organization, Acuren is committed to fostering an inclusive and diverse workplace comprised of individuals from a variety of backgrounds, religions, nationalities, genders, and races. Our unwavering objective is to dismantle barriers and eradicate bias, employing strategic initiatives that actively involve employees in shaping an equitable work environment.

As an advocate for Equal Employment Opportunity, Acuren’s policy reflects its steadfast dedication to providing equal employment opportunities to all qualified individuals, irrespective of factors such as race, color, religion, sex (including pregnancy or childbirth-related conditions), national origin, age, disability, marital status, familial status, parental or domestic partner status, military status, veteran status, military caregiver status, sexual orientation, gender identity, genetic information, or any other legally protected characteristic. These charts present a detailed breakdown of gender and ethnicity among Acuren employees.



Acuren’s commitment to nurturing the next generation of professionals is reinforced by our partnership with CAREERS, a not-for-profit foundation in Alberta’s Prairies region aimed at mentoring youth into careers by uniting industry, schools, and communities. This collaboration enables us to actively participate in career fairs and events to showcase our expertise in NDT and rope access services and connect with future talent. Additionally, Acuren engages with CAREERS’ U21 internship and Young Women in Trades & Technology programs to provide professional growth opportunities and mentorship to emerging talent in the workforce.



Environmental Responsibility

We recognize our workforce is our greatest asset, therefore we actively seek to cultivate an environment where open dialogue and mutual feedback serve as cornerstones of our corporate culture, and we prioritize providing enriching career paths and learning opportunities.

Energy and Greenhouse Gas Emissions

Through a series of targeted measures, including optimization of office spaces, implementation of streamlined fleet management practices, and the integration of cutting-edge digital technologies, we are steadfastly working to minimize our carbon footprint. Currently, we are exploring new strategies to further decrease emissions, demonstrating an ongoing commitment to sustainability and responsible corporate conduct within the ESG framework.

In addition, Acuren is supporting clients in their efforts to reduce greenhouse gas emissions by identifying and repairing leaks in industrial systems through our facilities and piping management programs. Our expertise in leak detection not only ensures operational efficiency and safety by preventing the release of harmful gases, but also contributes to the overall sustainability goals of our clients by significantly lowering the environmental impact.



Emissions

Environmental

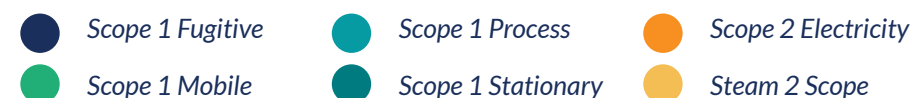
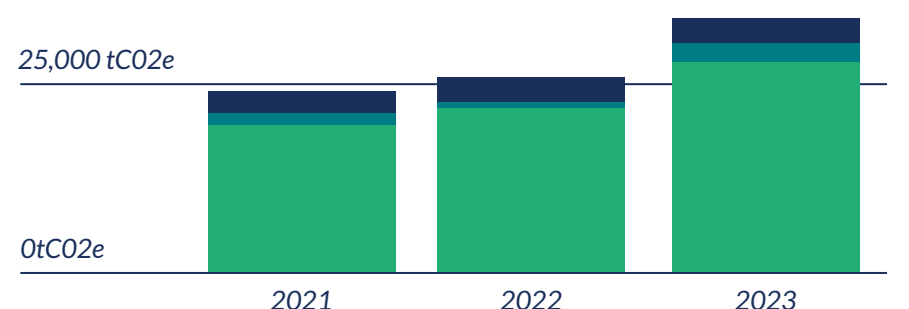
30,837

Total Scope 1 Emissions (tCO₂e)

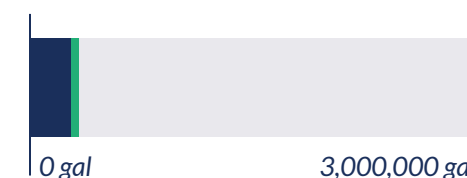
3,731

Total Scope 2 Emissions (tCO₂e)

Emissions by Source (tCO₂e)



Fuel Usage by Type (gal)



\$11.4 M

Cost of Fleet Fuel (USD)





Utility Usage

134

Locations Total

\$481,806

Total Natural Gas Cost (USD)

466,300

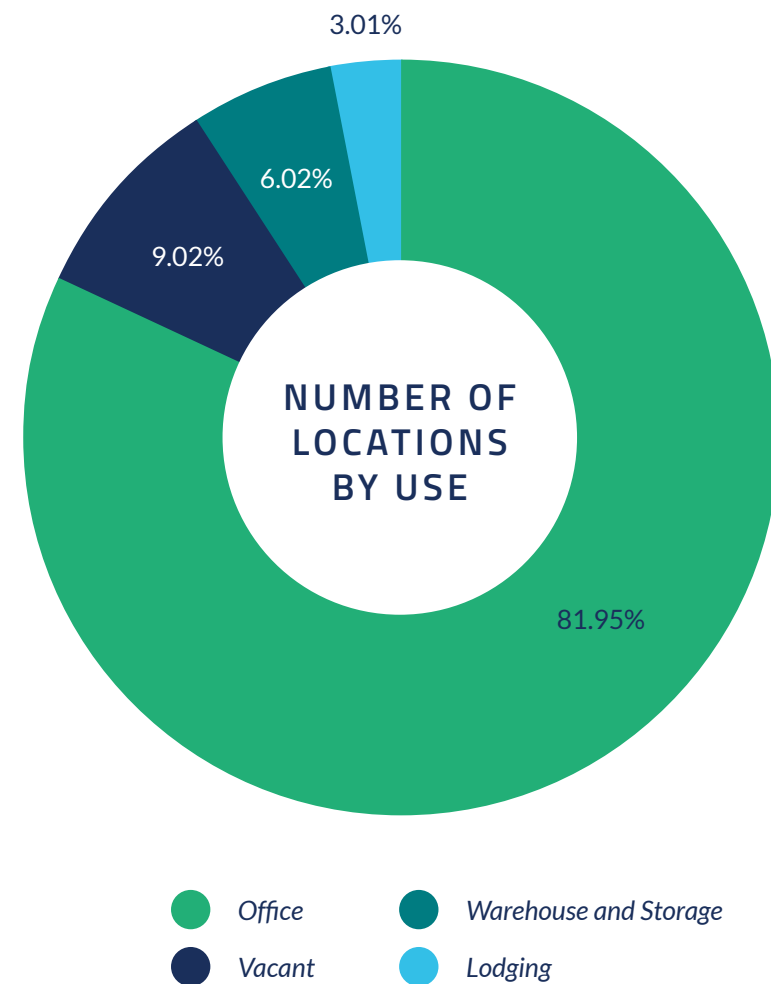
Total Natural Gas Usage (therms)

\$1,420,469

Total Electricity Cost (USD)

11,726,932

Total Electricity Usage (kWh)



Waste Management

Acuren continues to optimize the waste handling process as part of our overarching environmental conservation strategy. We implement rigorous waste reduction practices, robust recycling initiatives, and strictly adhere to proper disposal methods to minimize our environmental footprint. Our approach encompasses the careful segregation of waste materials, maximizing recycling opportunities, and diligently following all regulatory disposal guidelines to safeguard the interests of future generations.





Governance

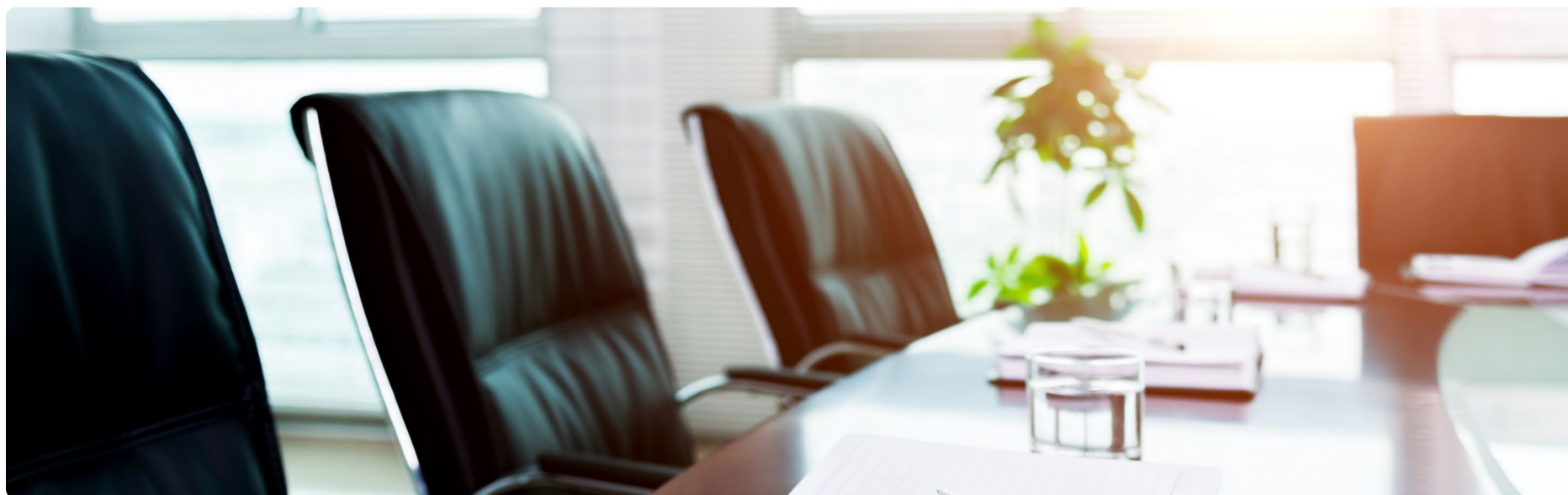


Leadership Accountability

At Acuren, we stand steadfast in our commitment to operational excellence ESG leadership. With our meticulous oversight and robust systems in place, we ensure that every facet of the business adheres to the highest standards of integrity, ethics, and accountability. Simultaneously, we are advancing our ESG program in alignment with our aforementioned goals and plans of action to integrate sustainable practices into our daily operations and foster a culture of responsibility and innovation.

ESG Board Committee

Acuren is proud to announce the formation of the ESG Board Committee in 2023. The board is comprised of two Board Members, a representative from our owner and the General Counsel. The committee meets quarterly to update on our ESG strategy and progress. The formation of the ESG Board Committee is a fundamental part of our journey and Roadmap and represents an increased leadership commitment to operating our business sustainably and continuous improvement of our program.



ESG Steering Committee

As part of our Roadmap and our commitment to ESG excellence, Acuren is committed to forming an ESG Steering Committee as a 2024 objective. The committee will be comprised of senior leaders from Supply Chain, Operations, Human Resources, General Counsel, and Sales and Marketing. The committee will be tasked with sculpting our ESG strategy, setting ambitious yet attainable goals, and ensuring policies and practices not only comply but exceed industry standards. In addition, the committee will ensure alignment with our operational integrity and support integration of ESG considerations into our core business decisions. The ESG Steering Committee will be pivotal in directing the company toward a sustainable future that is informed by the principles of responsible stewardship and inclusive growth..



Policies and Management

Integrated Management System

Acuren’s Integrated Management System (IMS) was specifically created to uphold the highest standards of service delivery and align with stringent regulatory, safety, and environmental norms. Central to our operations, this system guarantees that every service rendered meets or surpasses client expectations, ensuring a safe, healthy, and compliant working environment. The foundation of our IMS is the Quality, Health, Safety, and Environment (QHSE) framework, which is intricately woven into our organizational vision to reflect our core values and commitment to excellence across all aspects of our operations.

Our system is fully compliant with ISO 9001:2015 (Canada) and holds certifications in multiple locales in adherence with the rigorous quality assurance standards mandated across diverse industries. It further boasts ISO 17025 accreditation within various US and Canadian laboratories, covering a comprehensive range of services from destructive to non-destructive testing. This level of accreditation serves as a testament to our continuous improvement efforts and reinforces our position as a trusted partner in the industry.



Policy Improvement Objective

In 2023, Acuren embarked on a transformative journey with the initiation of a Policy Improvement Objective. This strategic endeavor was designed to update and refine our policies, aligning them more closely with the evolving needs of our business. With a focus on enhancing support for our current operations and facilitating seamless integration following recent acquisitions, this strategy promotes forward-thinking innovation and fortifies our foundation for future growth.

Policies

Code of Conduct

Acuren’s Code of Conduct is the epitome of our commitment to integrity, respect, and ethical business practices and mandates compliance from all parties involved to foster a culture of accountability and adherence to laws. It serves as the bedrock of our dedication to upholding the highest standards of conduct and transparency, while our use of EthicsPoints ensures a confidential platform for reporting any misconduct.





Business Ethics

Child Labor and Human Rights

Acuren is deeply committed to respecting and promoting human rights across all aspects of our operations and supply chain, recognizing them as fundamental and a collective responsibility. And as such, we uphold fair employment practices, oppose all forms of human rights abuse, and actively engage in initiatives to combat human trafficking and forced labor. Our policies aim to create an inclusive, safe, and respectful working environment for everyone, reflecting our pledge to conduct business ethically and maintain the highest standards of human rights.



Anti-Bribery and Corruption

Acuren upholds rigorous integrity and compliance standards across all operations, anchored by our Anti-Bribery and Corruption Policy. This policy prohibits bribery and unauthorized gifts, extending to all parties involved in our operations. Detailed guidance and transparent record-keeping further reinforce our commitment to ethical conduct, empowering our team to safeguard our reputation as a trusted industry leader.

Ethics Hotline

Acuren prioritizes a safe reporting environment for ethical concerns through the Rockwood/Acuren Ethics Hotline, ensuring anonymous submissions and swift investigations into reported issues. We stand firm against any form of reprisal for reporting misconduct and encourage prompt reporting of any such incidents to the General Counsel, reinforcing our commitment to an ethical, transparent, and responsible business environment.

Contacts

acuren.ethicspoint.com
(US/CA) 1-833-706-0061
(UK) 0800-048-8581





Sourcing Responsibility / Supplier Diversity

Acuren’s approach to sourcing responsibility and supplier diversity recognizes that diversity and inclusion extend beyond our internal operations.



Sustainable Procurement

“...we are focused on becoming more sustainable resulting in decreased environmental impact, increased social interaction across diverse groups in society and the highest level of corporate governance and ethical conduct. We are committed to operating our business sustainably and committed to practicing responsible procurement and fostering an ethical supply chain. ...We aim to build strong partnerships and work collaboratively to find mutual benefit and support the communities in which we and our suppliers operate.”

In 2024, we introduced a Sustainable Procurement Policy. Addressing the following key considerations:

- Responsible procurement by considering financial, ethical, environmental, and social factors
- Fostering an ethical and inclusive supply chain
- Compliance with all applicable laws and regulations
- Continued procurerment of products and services that are high quality and cost effective

- Prioritization of local sourcing where feasible
- Preference to suppliers who demonstrate social and environmental responsibility and support fair labor practices

We remain committed to uphold the principles outlined in the International Labour Organization (ILO) conventions, particularly ILO Convention No. 182 on the Worst Forms of Child Labor and ILO Convention No. 29 on Forced Labor.

Supplier Diversity

We prioritize partnerships with a wide array of suppliers that meet certain diversity criteria, including small businesses and those owned women, people of color, and veteran. These initiatives not only aim to cultivate a diverse and inclusive supply chain but also mirror the communities in which we operate. We also firmly hold our suppliers to our Supplier Code of Conduct, which sets out expectations of being an ethical and responsible partner to Acuren. As part of our efforts, we also may participate in our client’s supplier diversity programs and initiatives by providing quarterly reporting on our spend with diverse suppliers.



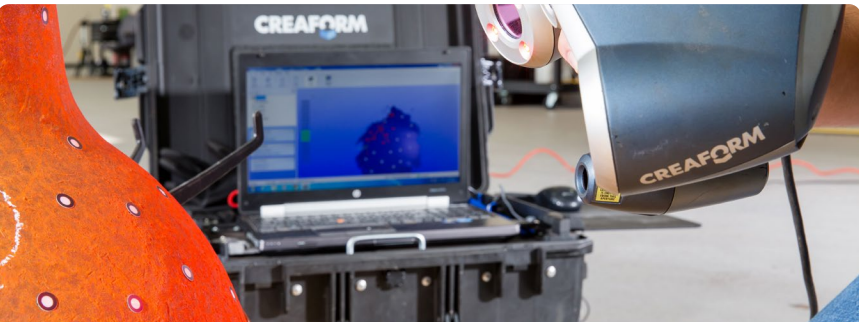
Data Privacy and Cybersecurity

Cybersecurity continues to be an integral part of our business and is something we take very seriously. We have in place, and continue to implement, technologies, policies, and procedures that help protect and maintain the integrity of our data from attacks, damage, and unauthorized access.

Acuren has established a robust cybersecurity and data privacy framework that aligns with our Security Training and Awareness Policy by incorporating cutting-edge technologies and rigorous policies and includes comprehensive security training for all relevant personnel. Through continuous risk assessment, adoption of KnowBe4 security training, and the New Hire’s Guide to Security Awareness program, Acuren maintains vigilant defenses against cyber threats, demonstrating a proactive approach to safeguarding data integrity within our ESG strategy.

Security Training and Awareness Policy

Our Security Training and Awareness Policy and associated procedures establish the minimum requirements for security awareness and training controls to safeguard company systems and data. This policy applies to all company employees, contractors, and any others needing access to company information assets. Compliance with this policy is mandatory.



In 2023 we continued to focus our efforts on education and prevention by providing training for all employees through KnowBe4. KnowBe4 provides training on preventative measures so that we can train, build awareness, and reduce our overall risk of being compromised by malicious activity. All employees are required to complete “Foundational Security Training” upon hire and refresh their training on an annual basis. In 2023 we launched an additional training course specific to all new hires called “A New Hire’s Guide to Security Awareness.”



To increase awareness, we regularly present on cybersecurity topics during our company wide Town Halls.



Monitoring & Compliance

Acuren monitors compliance and non-compliance with the requirements of our Security Training and Awareness Policy, which includes compliance with scheduled training and monthly simulated Social Engineering exercises such as email phishing tests. As of December 31, 2023, our phish-prone user rate was 2.7 %, which is considered very low. Users failing phishing tests are required to take refresher training on how to identify suspicious emails.

Monthly External Vulnerability Assessments

As part of maintaining a strong cybersecurity program, we complete monthly external vulnerability assessment through a third-party provider. Our annual report identified there to be 8 medium vulnerabilities, 2 low vulnerabilities and 0 incidents.

Our Community



Indigenous

We honor and acknowledge Indigenous communities by building meaningful relationships grounded in respect and mutual benefit. Our Indigenous Relations Policy outlines our continued collaboration, engagement, and the creation of socio-economic opportunities with the utmost respect paid toward Indigenous cultures and traditions. Through community involvement and provision of employment opportunities, we aim to contribute positively to the communities we work alongside. This policy reflects our broader commitment to social responsibility and environmental stewardship within our ESG framework.

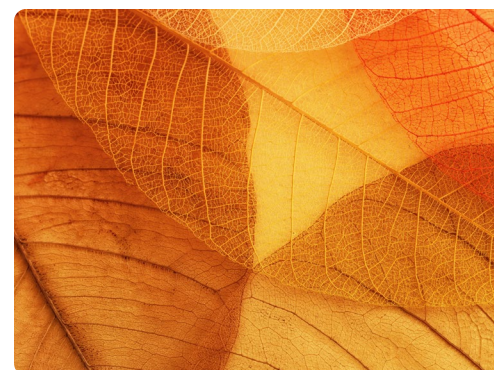
AcuCares Foundation

Established in 2019 by Acuren's founder and former shareholders, the AcuCares Foundation exemplifies a steadfast commitment to our people-first values. In 2020, the AcuCares Foundation gifted \$531K USD to 138 Acuren employees to assist with hardship and catastrophic losses related to COVID-19. Since then, the foundation has refocused on its primary mission of providing educational scholarships. In 2021 and 2022, the AcuCares Foundation supported 157 and 163 students respectively, showcasing Acuren's dedication to fostering educational opportunities within its community.



In 2023 AcuCares had a record number of applications and awarded 208 scholarships totaling \$394,500.00. Of these, 36 scholarships were awarded directly to Acuren employees, 113 scholarships were awarded to children of employees and 59 scholarships were given to family members of employees.

We are so proud of the success of the program and honored to support so many in the educational journey.





[acuren.com](https://www.acuren.com)
