



# OUR CODE OF CONDUCT

Our Values in Action

# OUR CODE OF CONDUCT: OUR VALUES IN ACTION

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# A MESSAGE FROM OUR CEO

## A Message from our CEO:

Our corporate values drive our daily interactions and operations. Boart Longyear prioritizes health and safety, integrity, sustainability, customer focus, teamwork and diversity above all else.

Our Code of Conduct is meant to guide you and your colleagues on how to do business ethically and responsibly while ensuring our actions reflect our corporate values. Operating with transparency and complying with our Code of Conduct is essential for our business success and global partnerships.

It is everyone's responsibility to apply these clear principles properly and consistently in all situations, and to appropriately escalate issues when uncertain. I urge you to speak up or ask questions if you are unsure or have concerns.

Please review the Code of Conduct and our Policies, Standards and Procedures to make sure you understand our Company expectations. We rely on you to follow them without compromise and to ensure everyone – our people and third parties combined – do too.

Thank you in advance for adhering to our ethical standards and corporate values every day.

Jeffrey Olsen  
CEO

# OUR VALUES GUIDE OUR ACTIONS

## INTEGRITY

Do what is right, upholding our values in all behaviors and actions.

## TEAMWORK & DIVERSITY

Work together in diverse teams, respecting and caring for everyone.



## HEALTH & SAFETY

Make it safe, make it personal, make it home.



## CUSTOMER FOCUS

Provide solutions and innovations that contribute to customers' success.



## SUSTAINABILITY

Care for our communities and the environment to build a sustainable future.





Our Code of Conduct reflects our values and provides an overview of many of the complex legal and compliance issues we face every day as a company. The Code also offers guidance to help us follow the laws and regulations that apply to our business.

## **FOLLOW OUR CODE**

If you work for Boart Longyear, this Code applies to you – no matter where in the world you work or what job you hold. That includes all full-time or part-time:

- **FIELD EMPLOYEES**
- **OFFICE EMPLOYEES**
- **SUPERVISORS**
- **EXECUTIVES**
- **DIRECTORS**

It also applies to anyone who works on Boart Longyear's behalf, like:

- **VENDORS AND SUPPLIERS**
- **SERVICE PROVIDERS**
- **CONSULTANTS**
- **OTHER THIRD PARTIES**

# UNDERSTAND OUR RESPONSIBILITIES

Each of us has a responsibility to ...



## KNOW THE CODE.

Read it and follow it, along with any policies that apply to your job.



## ASK QUESTIONS.

To help you make good choices, ask for guidance before you act.



## ACT WITH INTEGRITY.

In everything you do, be professional, transparent and honest.



## WATCH FOR VIOLATIONS.

Stay alert for any activity that is against our policies, our Code or the law.



## FOLLOW THE LAW.

Get to know the laws that apply to our business. Contact the Legal Department when laws conflict or you are unsure of their applicability.



## SPEAK UP.

If you spot a violation, don't ignore it – share your concerns immediately.

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## Supervisors have special responsibilities ...



## SET A GOOD EXAMPLE.

Make ethical decisions and demonstrate integrity to others. Honor our core values and our Code, supporting them through your words and actions.



## USE THE CODE.

Read the Code and refer to it often to answer questions. Encourage your employees to do the same.



## BE APPROACHABLE.

Let employees know they can come to you with questions or concerns. Listen to them and guide them through issues.

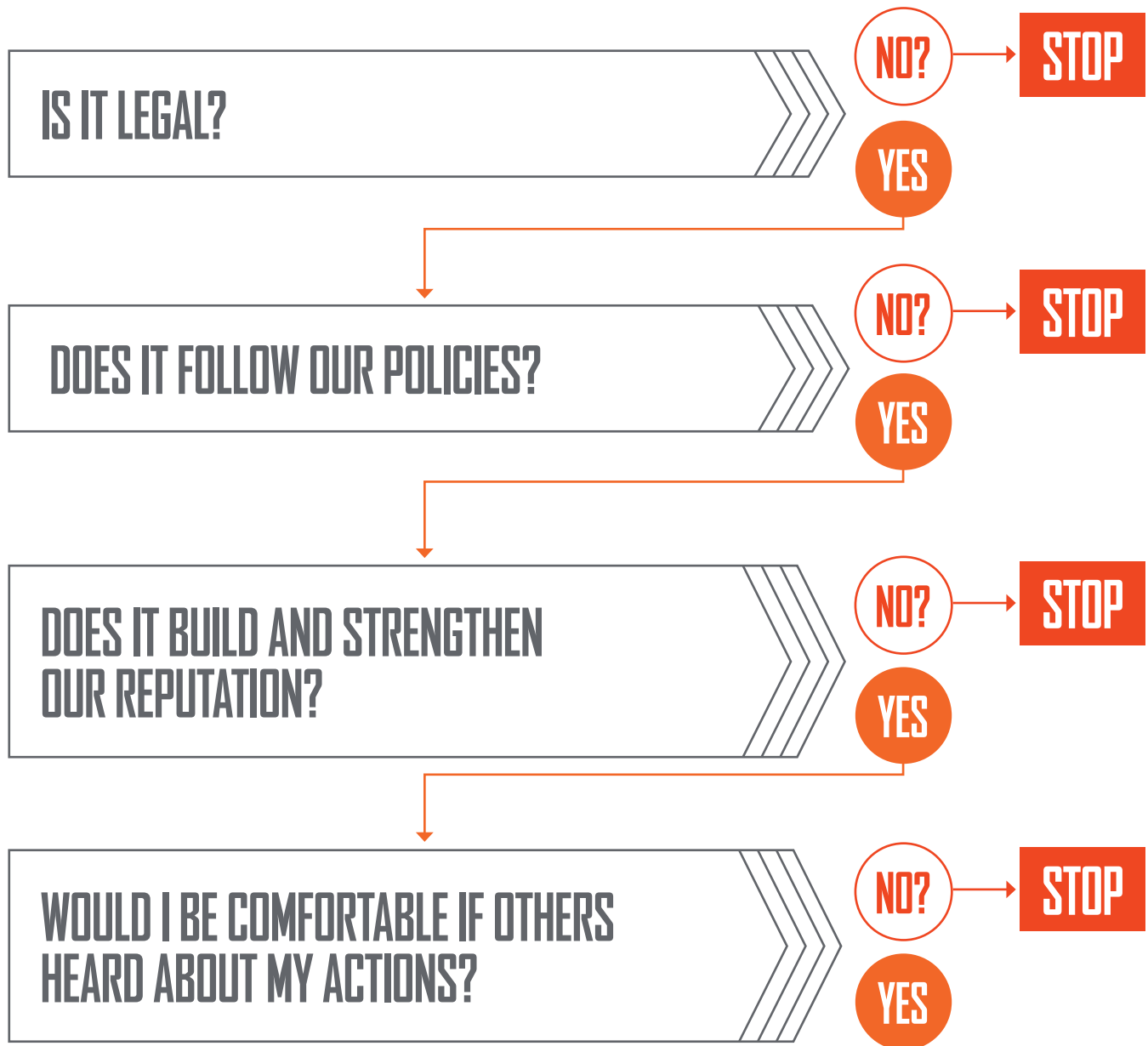


## TAKE ACTION.

Watch for misconduct and report it to the Human Resources Department, the Legal Department or your Supervisor. Prevent retaliation against employees who share concerns.

# MAKING GOOD DECISIONS

We all want to do what's right, but sometimes the right decision isn't clear. When you are faced with an ethical dilemma, you have a responsibility to take action.



You may also want to ask, “Do I really feel comfortable with this decision?”

If you answer “no” to any of these questions or the answer isn't clear, stop and reconsider your actions. Don't hesitate to get advice or ask questions. Ask your Supervisor, the Human Resources Department or the Legal Department. Remember, “Ask first and act later.”

Our continued success depends on your ability to make decisions that are consistent with our values. Your individual commitment to doing the right thing will strengthen our reputation as a trusted global partner.



## SHARING YOUR CONCERNS WITHOUT FEAR OF RETALIATION

Any act that violates our Code or the law could damage Boart Longyear's reputation and financial prospects. A violation happens when someone doesn't follow our policies, ignores someone else's misconduct or pressures someone to violate the Code.

We take all violations seriously. They will lead to disciplinary action, and possibly, termination of employment. If an act violates the law, it could result in criminal prosecution, fines or jail time for Boart Longyear and for you personally.

We are committed to reviewing all potential violations thoroughly and fairly and consistently addressing conduct that violates our Code.

### SPEAK UP

As a Boart Longyear employee or third party partner, you are encouraged and expected to submit reports, raise concerns and ask for guidance relating to our Code of Conduct or company policies. You have an obligation to speak up promptly about anything you believe may constitute a violation.

Share your concerns any time you believe someone has violated our Code or company policies. It's always the right thing to do – even if you're not sure that misconduct has occurred. Boart Longyear does not tolerate retaliation of any kind against someone who reports a concern honestly and in good faith.

#### ***How do I speak up?***

Contact your Supervisor (who has the duty to escalate the concern to the Human Resources and or Legal Department), Human Resources Department or the Legal Department immediately. If you don't feel comfortable speaking up directly or don't feel your concern has been resolved, you can make a confidential and, if you wish, anonymous report to the Compliance Helpline.

Our Compliance Helpline is available to all employees, customers, partners, shareholders, and other stakeholders who wish to raise concerns. The Helpline is available in multiple languages 24 hours, 7 days a week.

Further information about making a report to the helpline can be found in Appendix A.

## VALUE OUR DIVERSE WORKFORCE AND PROMOTE INCLUSION

We value our diverse workforce. We count on every employee to respect the varied backgrounds, skills and cultures of others, act fairly and help make sure everyone has an opportunity to participate.

### WHAT DOES IT MEAN TO BE FAIR?

Make unbiased decisions. Base any employment decisions only on qualifications, merit and talent, when making decisions about:

- **HIRING**
- **PROMOTIONS**
- **COMPENSATION**
- **TRAINING**
- **DISCIPLINE OR TERMINATION**

Never discriminate. We do not discriminate against employees, applicants or business partners based on characteristics like race, color, national origin, gender identity or expression, sexual orientation, age, religion, disability, marital status or veteran or military status.



## CREATE A POSITIVE WORKPLACE FREE OF HARASSMENT

We make our workplace welcoming and positive for everyone by preventing abusive conduct, bullying and harassment. Boart Longyear expects every employee to be courteous and to treat others with respect. Recognize abusive conduct. Behavior that disrupts someone's work or creates a hostile or offensive environment is prohibited.

### Harassment can be:

- **Verbal**
- **Physical**
- **Visual**
- **Sexual**

### Harassment can include things like:

- **Intimidation**
- **Racial slurs**
- **Sharing offensive material**
- **Ethnic jokes**
- **Sexual advances or suggestions, or requests for sexual favors**
- **Cyber bullying or other improper uses of social media**

Support each other. Promote a supportive and collaborative culture by valuing the contributions of others. Keep your interactions with others positive and productive and never target anyone for negative or unfair treatment. Even if a person doesn't complain about harassing conduct, it's still unacceptable. Don't ignore it – speak up against it. We do not tolerate retaliation against anyone who makes a report honestly and in good faith.

# MAKE SAFETY PERSONAL

## Make it Safe, Make it Personal, Make it Home

We believe in providing safe working conditions and operating procedures for all of our employees, but we need your help and commitment to do so. Stay alert and follow our safety requirements to protect each other, our facilities and the environment. Observe a zero-tolerance policy when it comes to acts or threats of violence; speak up about any threats of potential violence.

### How can I help?

Keep drugs and alcohol out. Being under the influence of alcohol and drugs at work puts our safety and productivity at risk. Advise your supervisor if you are taking any medication for any reason. Even a legal drug (like a prescription) can impair your ability to do your job safely. Don't attempt to work if your judgment or abilities are impaired. You may not be under the influence of any substances that impair your ability at any time while operating Boart Longyear equipment or vehicles.

**Follow safety requirements, in particular our Golden Rules and Rules of the Road.** Adhere to Boart Longyear's safety policies, apply THINK (field level risk assessment) prior to undertaking work tasks and use your Stop Work Authority to prevent unsafe behavior. Tell your supervisor and local Environmental, Health & Safety (EHS) representative immediately if someone is not following these requirements, if an incident occurs, or someone is injured.

### What to report immediately to EHS:

- **Injury or illness**
- **Property damage**
- **Environmental release**
- **Near-miss**
- **Vehicle incidents**
- **Unsafe work practices or conditions**



**Be competent to perform tasks.** Make sure you and your co-workers have been properly trained and have the necessary skills, qualifications and tools to perform required tasks. Let your supervisor know if you have a medical or physical condition that could impact your work.

**Prevent violence.** Watch for and report behavior that creates a threatening or intimidating environment to your Supervisor (who has the duty to escalate the concern to the Human Resources and or Legal Department), your Human Resources Department, your Legal Department or the Compliance Helpline. Resolve conflicts calmly – never bully, threaten or harm anyone or their property. Weapons are not permitted on Boart Longyear property or job sites, so let us know immediately if there is an unauthorized weapon on a Boart Longyear site.

You are empowered and expected to use your Stop Work Authority when work does not comply with the Boart Longyear Golden Rules of Safety and Rules of the Road, or if there is any unsafe act or action. Doing the right thing is not always easy or popular, but Boart Longyear will support any employee who uses their Stop Work Authority in good faith.

## RESPECT HUMAN RIGHTS

The things we do should have a positive impact on people and our world. Each of us has a responsibility to show respect for human rights and uphold the laws prohibiting forced or compulsory labor, child labor or human trafficking (also known as modern slavery).

**Do business responsibly.** Follow the laws regarding human rights provisions wherever we operate, making sure that people have:

- Freedom to choose whether or not to work
- Fair and legal pay
- Safe working conditions
- Legal and reasonable hours
- Freedom of association or collective bargaining

If you see or suspect human rights violations by a Boart Longyear employee or by a business partner, report your concerns immediately to your supervisor (who has the duty to escalate the concern to the Human Resources and or Legal Department), the Human Resources Department, the Legal Department or to the Compliance Helpline.

**Hold partners to our standards.** Boart Longyear avoids third party arrangements that could cause human rights violations and expects anyone who works on our behalf to share our respect for human rights.

We have zero tolerance for child labor, modern slavery and human rights violations and expect all our third party partners to support and participate in industry efforts aimed at eliminating these kinds of practices wherever they exist. We respect the rights of every individual and believe that we all should be treated with dignity and respect, paid a fair wage based on applicable law and assured of safe working conditions. If you work with or hire any third parties, monitor their work to make sure they are upholding our Code. Don't hesitate to ask for guidance if you have concerns about a specific party or situation.



## PROTECT CONFIDENTIAL INFORMATION

Innovation drives what we do. We work hard to create proprietary technologies and strategies, and our customers entrust us with sensitive information which must remain confidential. If you are exposed to confidential information through your job, protect it from misuse or disclosure.

Protect any information that isn't available to the public that could benefit our competitors or harm our Company or customers if it was exposed. That includes information about our:

- **Company** – intellectual property, personal employee information, business forecasts and plans, acquisition strategies or business and financial information regarding earnings and balance sheet items
- **Partners** – pricing information and contract terms with vendors, contractors, suppliers and other business partners
- **Customers** – information on projects, transactions, financial or personal employee information

Keeping this information secure is critical to our business and our reputation, so remember:

**Handle information with care.** Access only the information you need to do your job, and don't share it with anyone inside or outside of Boart Longyear, unless they are authorized to have it. Be careful not to share confidential business information in public or on social media, and ask questions if you're unsure if information is confidential.

**Protect personal data.** We respect individual privacy and strive to collect, use and disclose personal information in a manner consistent with the data privacy and protection laws wherever we do business.

**Protect customers and partners.** We uphold confidentiality agreements with third parties and customers and respect their intellectual property, so keep any confidential information from being disclosed, even if you leave Boart Longyear.

Make sure you follow the processes and practices we have in place to protect our networks, computers, programs and data from attack, damage or unauthorized access.



## USE COMPANY ASSETS RESPONSIBLY

Our Company's resources are provided so we can conduct effective and efficient business operations. Boart Longyear trusts its employees to use company assets responsibly and expects you to protect them from loss, damage, theft, fraud, unauthorized use and waste.

### *What should I protect?*

- **Physical property** – buildings, office equipment, computers, hardware, equipment, machinery, vehicles, credit cards, materials and products
- **Intellectual property** – creative or proprietary designs, plans, patents, marketing and branding materials or trade secrets

### *How can I protect them?*

**Practice good security.** Keep all assets maintained and secured. Follow security procedures and never remove physical assets from Company property or use them for your own benefit – even if the Company is disposing of them. Only use assets for business purposes and speak up if you become aware of any theft, loss, damage or security breach.

**Secure intellectual property.** Secure Company assets physically and electronically to prevent disclosure to unauthorized parties. Consult the Legal Department with usage questions. Never discuss research and development with anyone outside of our Company.

**Follow our Policies and Procedures.** Follow our computer and network security procedures to prevent unauthorized access. That includes never installing unauthorized software onto a Boart Longyear device, copying or transferring software licensed to Boart Longyear or sharing your ID or user password.

## KEEP CLEAR, ACCURATE AND TIMELY RECORDS

As a public Company, our books and records must correctly represent our business and our financial position – they must remain clear, accurate and timely. Be careful and honest whenever you record or handle Company business or financial records.

Focus on honesty and accuracy. We keep true and accurate records of financial transactions and other non-financial information. Never alter, destroy or make false or misleading reports or entries in Company business or financial records.

### **Records may include:**

- Daily Drill Reports
- Invoices
- Purchase orders
- Expense reports
- Payroll records
- Time records
- Benefit claims
- Safety and quality reports

**Stay alert for irregularities.** Watch for warning signs of potential fraud, bribery or money laundering activity, such as false entries, misleading statements or significant omissions in our records. If you have concerns, don't ignore them. Speak up immediately.

## AVOID CONFLICTS OF INTEREST

Our business decisions should always be impartial and objective – we should never allow personal interests or relationships to affect our judgment. When that happens, it's a conflict of interest, and even the appearance of a conflict can harm our Company.

### *What does a conflict look like?*

**Personal investments** – Investing in our vendors or any company that does business with Boart Longyear, competes with us or wants to do business with us.

**Outside employment** – Taking a second job or consulting opportunity that takes your full-time attention and commitment away from your job at Boart Longyear.

**Personal relationships** – Having a friend or relative enter into a business relationship with our Company – or supervising a family member or friend without disclosing the relationship and obtaining approval from Boart Longyear.

**Acting as an intermediary** – Benefitting yourself or a third party in a transaction involving Boart Longyear, like acting as a broker, finder or other intermediary.

**Business opportunities** – Taking opportunities for your own personal gain that you discovered through your position at Boart Longyear or by using Company property or information.

**Serving other organizations** – Taking on an advisory role, such as a board member, consultant, officer or partner for a Boart Longyear business partner, competitor or professional organization without first obtaining Boart Longyear authorization.

The best way to avoid a conflict of interest is disclosure. If you become aware of a situation that could be a conflict, talk to your supervisor (who has the duty to escalate the concern to the Human Resources and or Legal Department), Human Resources Department, or the Legal Department or contact the Compliance Helpline.



## FOLLOW THE LAW AND INTERNAL PROCEDURES REGARDING GIFTS, ENTERTAINMENT AND HOSPITALITY

Exchanging gifts and providing entertainment shows good will when doing business, but gifts can go too far, affecting your decision making. Never allow a gift or favor to influence your business decisions – or attempt to influence others.

### A GIFT IS:

Acceptable when it is:

- ✔ OCCASIONAL AND LAWFUL
- ✔ NOMINAL IN VALUE
- ✔ PART OF CUSTOMARY BUSINESS
- ✔ APPROPRIATE AND REASONABLE

Unacceptable when it is:

- ✘ CREATING AN OBLIGATION
- ✘ GIVEN TO WIN FAVORS
- ✘ CASH, A LOAN OR CASH EQUIVALENT
- ✘ LAVISH OR EXTRAVAGANT

**Know when and how to say “No, thank you.”** Boart Longyear employees and contractors working in certain functions are prohibited from accepting gifts or invitations for entertainment. It isn’t always easy to refuse a gift or an offer of entertainment, especially if it might offend the giver or damage a business relationship. If you are unsure, get help before accepting.

**Understand what policies apply.** When you’re giving a gift or providing hospitality to another party, make sure you comply with the due diligence required by the Anti-Bribery and Anti-Corruption Policy and related Procedures of Boart Longyear. You should also understand what policies apply at the recipient’s company. Many companies, and most government entities, prohibit their employees from receiving any gifts or entertainment, no matter how small. By violating the gift and entertainment policies of another company, you could be putting Boart Longyear’s relationship with that company at risk.

**Act ethically on our behalf.** Boart Longyear also prohibits any intermediary or “middleman” from offering or accepting an improper gift or favor while representing the Company, including sales representatives, distributors or contractors.

## CONDUCT DUE DILIGENCE AND TREAT THIRD PARTIES FAIRLY

We strive to do business only with third parties who share our high standards, and always follow our procurement and due diligence processes and procedures before entering into a business relationship with a third-party. If you work with vendors, suppliers or other partners, help us build positive relationships and ensure that they know, understand and uphold our Code, policies and the law. Make sure that suppliers are meeting their obligations, and we are meeting ours. Speak up about any conduct that does not meet our standards.

**Make ethical choices.** If you are involved in selecting third-party business partners, make your choice objectively, without personal bias.

### Choose third parties based on:

- Boart Longyear's needs
- Price
- Quality
- Services offered

**Treat them fairly.** Be fair and honest in your interactions with third parties. Avoid even the appearance of possible conflicts of interest, never accepting inappropriate gifts, entertainment or favors.

### Monitor third party performance.

Communicate Boart Longyear's Code of Conduct and our policies. Let them know they are expected to uphold our high standards and the laws and regulations that apply to our business. Periodically monitor their work to ensure they are representing Boart Longyear with integrity.

Stay aware of potential violations committed by third parties working with Boart Longyear or acting on our behalf, including human rights, or safety or environmental violations. Speak up or ask for guidance if you're ever unsure about a specific party or situation.



## DON'T SPEAK ON BEHALF OF OUR COMPANY UNLESS AUTHORIZED

We protect Boart Longyear's good name by making sure any statements written or shared about our Company are accurate and reliable, which is why only authorized individuals may speak on our behalf to deliver consistent messaging.

It's very easy for comments to be misunderstood. While you may have good intentions, your communication might:

- **Misinform** customers, investors or the public
- **Make promises** we can't keep or that you are not authorized to make
- **Disclose** confidential information or intellectual property
- **Damage** our reputation
- **Violate** our Code of Conduct or our Values

**Refer requests.** If you are contacted for comment about a business issue by the media or anyone outside of our Company, refer the request to the Corporate Communications team. The same applies to requests for you to publish articles or speak publicly on Boart Longyear's behalf.

**Use care on social media.** If you communicate about our Company on social media, make it clear in your postings you are a Boart Longyear employee, and your views are your own – not the Company's. Also protect our confidential information and uphold our policies.

### Make your postings:

- Constructive
- Professional
- Helpful
- Thoughtful

We support our employees' right to speak out publicly on matters of public concern. Nothing in this Code or in any Boart Longyear policy is intended to limit or interfere with any rights our employees may have under the U.S. National Labor Relations Act or similar laws in other jurisdictions.

**Have you already spoken on behalf of Boart Longyear?** Let your supervisor and Corporate Communications know immediately by contacting the Global Head of Investor Relations or the Senior Communications Specialist.

For their contact information, refer to Page 25.



## COMPETE FAIRLY AND HONESTLY

Our work speaks for itself and our efforts result in success in the marketplace. We are committed to competing fairly and supporting open and honest competition.

**Understand and follow the law.** Competition laws exist around the world. Although they are complex and vary from country to country, they encourage us to use good judgment and act honestly in interactions with competitors, customers and business partners.

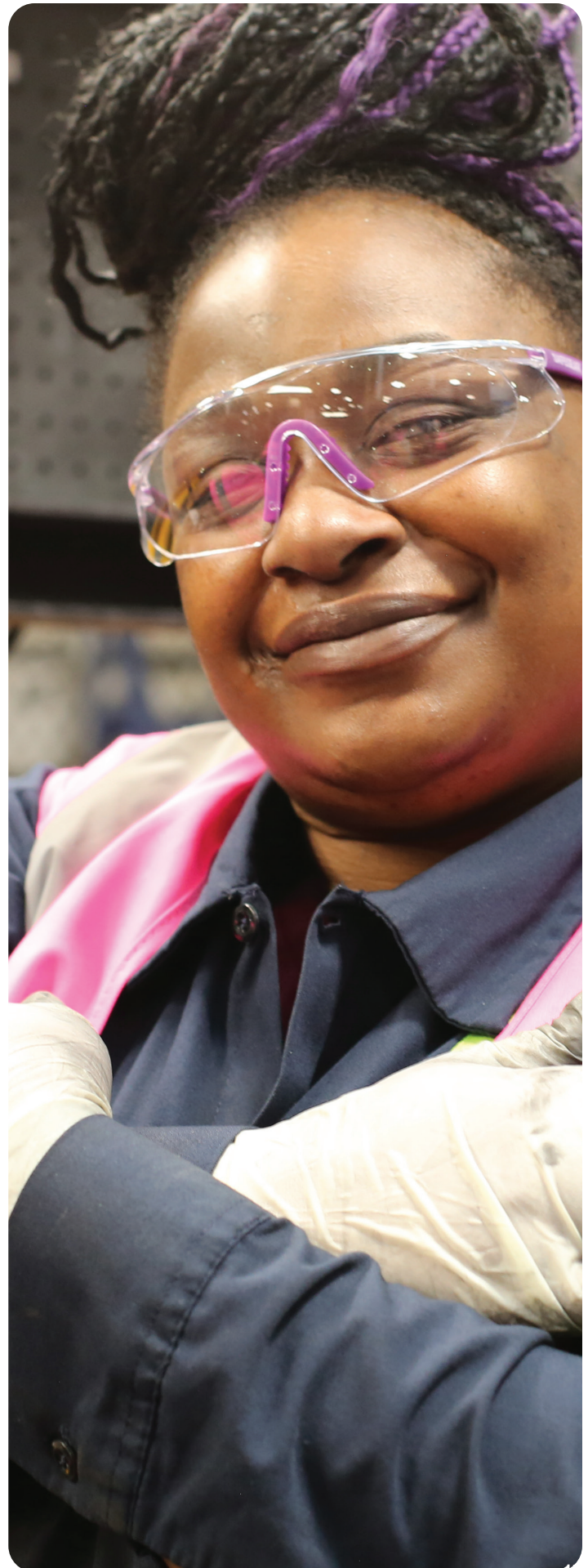
**Interact carefully.** You may be required to interact with competitors at industry meetings and other events. If you do, limit that contact and avoid discussions about customers or competitive issues, such as contract terms and bids or tenders. Never make or even appear to make improper agreements with them, such as:

- **Fixing** price or terms of sale for our services
- **Determining** what services to offer
- **Dividing** markets, customers or territories
- **Refusing** to deal with another competitor or customer
- **Setting** the terms or fixing the outcome of a bid

If you are present when Boart Longyear employees or other third parties make potentially anti-competitive comments or have conversations on subjects like these, please notify the Legal Department. Keep in mind that even casual conversations, emails or social media exchanges could be seen as anti-competitive, so communicate with care.

**Gather competitive information fairly.**

Only use publicly available or unrestricted information about our competitors – never information that was improperly obtained, such as confidential information from customers or other third parties.



## FOLLOW ANTI-BRIBERY AND ANTI-CORRUPTION LAWS AND INTERNAL PROCEDURES

We succeed based on the quality and value of our products and services – not on illegal corruption or bribery. Follow the anti-bribery and anti-corruption laws that apply to our business globally by never offering or accepting any kind of bribe or kickback.

### ***What is a bribe?***

A bribe is something of value given in exchange for preferential treatment. It can take many forms, including, but not limited to:

- Cash
- Gift cards
- Gifts
- Travel expenses (personal or business-related)
- Entertainment
- Securities
- Special discounts
- Charitable or political contributions
- Employment opportunities
- Internships (paid and unpaid)
- Anything else of some value to the recipient, even if the thing provided does not have direct monetary value

**Know the law and our Policies.** The laws regarding bribery and corruption vary from country to country, so know the laws wherever you work and do business and make sure you comply with the due diligence review required by the Anti-Bribery and Anti-Corruption Policy and related Procedures of Boart Longyear. Be aware that Boart Longyear is often required to comply with laws that may be more strict than the laws of the local country. Talk to the Legal Department if you have questions or need advice. Speak up if you become aware of someone breaking the law.

**Exercise care when doing business or interacting with employees of state-owned companies, government agencies or entities.** Providing anything of value to an employee of such an entity, or satisfying a request for an expediting or facilitating payment, could violate our Code and anti-corruption laws.

**Collaborate carefully.** When negotiating with any third party, competitor or government official, avoid any action that might appear improper. Be accurate in recording transactions and never give or accept anything that might be intended to gain an improper advantage – even if local customs allow it.



## COMPLY WITH INTERNATIONAL TRADE LAWS

Doing business in multiple countries means we must honor the import, export and international trade laws that apply to our business. Get to know these laws and follow them in every international transaction to avoid inappropriate or illegal deals.

**Trade with integrity.** Whenever you conduct an international transaction ensure that:

- We are complying with all regulatory requirements.
- Paperwork is accurate and complete.
- Imports and exports clear Customs at the proper declared value with the proper taxes applied.
- The final destination is confirmed.
- We don't trade with embargoed countries.
- We aren't participating in a boycott of any country.
- We aren't paying facilitation fees.

**Trade with ethical partners.** When choosing third parties with whom to do business, do as much research as possible to verify their integrity. Speak up about any concerns or violations of trade laws.

**Follow export controls.** Make sure any vendors that provide Boart Longyear with items requiring an export license tell us how the items are classified for export control purposes. Verify that the intended "end use" of the product is compliant with any export sanction regulations.

**Double check** all paperwork, including invoices, packing lists, bills of lading, descriptions of goods, price paid and names of those involved.



## EXERCISE CARE WHEN INTERACTING WITH GOVERNMENT OFFICIALS

We understand the unique needs and requirements of governmental or state-owned customers and officials – and the laws of the countries where we operate. We follow these laws and are fair and honest in our interactions with government representatives.

**Avoid anything improper.** Make sure your actions never look like an attempt to improperly gain favorable treatment for yourself or our Company. That includes never offering officials gifts or anything of value.

**Know the law and our Policies.** The laws regarding bribery and corruption vary from country to country, so know the laws wherever you work and do business and make sure you also comply with the due diligence review required by the Anti-Bribery and Anti-Corruption Policy and related Procedures of Boart Longyear,

**Focus on honesty and accuracy.** Never falsify any government reports or requests for information, and never withhold or conceal information.

**Participate fully in investigations.** If you are contacted by a government official about an audit or inspection, contact the Tax Department or Legal Department immediately.

**In your interactions, always be:**

- **Truthful** – Never mislead a government official, auditor or investigator.
- **Cooperative** – Preserve and provide all documents needed.
- **Open** – Never obstruct the collection of information



## WATCH FOR RED FLAGS AND AVOID MONEY LAUNDERING

Money laundering is the process of obscuring the illicit origin of funds by introducing the funds into seemingly legitimate business transactions or exchanging assets acquired with such funds. We watch for red flags indicating potential money laundering and make appropriate reports to legal authorities for further investigation. We have a duty to prevent these funds from moving through our Company.

**Stay alert.** If you're not aware, you could unknowingly facilitate money laundering – or even terrorist activities, which could be funded in the same way. Use good judgment and pay close attention when dealing with customers and third parties.

### **Avoid suspicious deals.**

#### **These might involve:**

- Deals in which the third party appears to have **no legitimate business operations**
- Deals in which the third party operates in a **seemingly unrelated industry**
- Paying invoices with **cash or money orders**
- Paying in some **other currency** than shown on the invoice
- Having products delivered to a **different country** from place of payment
- Having an **uninvolved third party** make payments
- Making **over-payments**
- Conducting suspicious **fund transfers**

If you have concerns about a transaction or a potential transaction, please contact the Legal Department immediately.

## DON'T TRADE ON INSIDE INFORMATION

You should understand insider trading laws and follow them whenever you buy or sell a company's securities. That means you never trade on non-public information about that company or share the information with anyone else.

**Know the law and our Policies.** You are an insider when you have access to information the public doesn't know. It could belong to Boart Longyear or a customer, supplier or competitor. Never buy or sell stock based on this information, which could include:

- New or developing products
- Marketing strategies
- Financial earnings or losses
- Potential business deals
- Information about customers or business partners
- Major management changes
- Proposed mergers, acquisitions or divestments
- Potential legal action or investigations

After this information becomes public through a press release, government filing or some official communication, you may use it to invest.

**Don't give a "tip."** Never share inside information with anyone, including family, friends or business partners. Even if you don't trade yourself, you break the law if you "tip" someone else to buy or sell securities, so avoid even the appearance of something improper.

**Honor trading windows.** If you often have access to inside information, follow Boart Longyear's trading windows and blackout periods, which restrict when you may trade Company stock. For more information or for permission to trade during blackout periods, review and comply with our Securities Trading Policy and or send an email to [BLYstockplan@boartlongyear.com](mailto:BLYstockplan@boartlongyear.com)

## RESPECT THE ENVIRONMENT

We respect the environment and are committed to limiting our environmental impacts. That is why we strive to meet or exceed environmental protection requirements in our facilities and our work sites around the world.

**Minimize our impact.** Your actions impact both the environment and the communities where we operate. We depend on you to help us balance our ability to serve our customers and maintain excellence in our Environmental, Health and Safety (EHS) program. Your role is to always be:

### Responsible

- Follow all environmental laws, regulations and client requirements – no exceptions.
- Be accurate, complete and timely when submitting environmental reporting data.
- Follow our procedures for proper handling, storage and disposal of hazardous materials.

### Aware

- Watch for and immediately report potential environmental concerns.
- Don't ignore potentially harmful situations, such as inappropriate waste disposal or release of pollutants.
- Watch for and prevent leaks, spills and other chemical discharges.

### Proactive

- Encourage others to follow environmental laws, including suppliers and third parties.
- Explore sustainable practices by recycling, conserving resources and producing less waste.
- If any damage to the environment occurs, immediately report it to your supervisor, management and your local EHS representative.





## FOLLOW THE LAW AND COMPANY POLICY WHEN CONSIDERING CHARITABLE AND POLITICAL CONTRIBUTIONS

We believe individuals can make a difference in their communities. While we encourage you to support charitable and political causes, give your support voluntarily – using your own resources.

### What should I do?

Keep your personal activities separate from Boart Longyear, and make sure any charitable or political volunteer work you do is done with:

- **Your time** – Volunteer work should never interfere with your work at Boart Longyear.
- **Your funds** – Boart Longyear does not contribute to political candidates or causes (unless approved by the Board of Directors), so we will not reimburse you for any donations you make. We do support a variety of charities, but all giving is approved in accordance with our Delegation of Authority Policy, our Anti-Bribery and Anti-Corruption Policy and related Procedures so don't make charitable donations in our name without authorization.
- **Your resources** – Never use Company equipment, such as computers, phones and printers to support your activities.

**Speak on your own behalf.** When working for a charitable or political cause, don't take any action in the name of Boart Longyear, unless you are authorized to do so. Any comments you make must be stated as your own views, and not those of our Company.



# QUESTIONS AND EXEMPTIONS

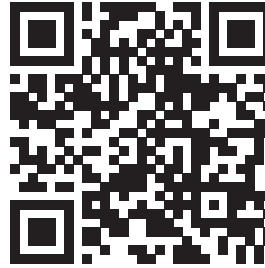
If you have any questions about the information presented in the Code, please ask for guidance from your Supervisor or from the Legal Department. If you believe there are exceptional circumstances which require an exemption or waiver of a section of the code, please contact Boart Longyear's Chief Legal Officer and General Counsel.

## ISSUES OR CONCERNS

Contact your Supervisor (who has the duty to escalate the concern to the Human Resources and or Legal Department), Human Resources Department or the Legal Department.

### Or Contact the Compliance Helpline:

Online at: [www.convercent.com/report](http://www.convercent.com/report)  
You can also scan the QR code to access the Helpline or follow up on an existing report.



### BY PHONE, 24/7:

#### U.S. & CANADA

+1 800 461 9330

#### ARGENTINA, CHINA, FRANCE, GERMANY, IRELAND, NEW ZEALAND AND THE UK

+00 800 1777 9999

#### AUSTRALIA

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0011 00800 1777 9999  
(LAND LINE)

#### BRAZIL

+1 720 514 4400

#### BURKINA FASO, CAMBODIA, DRC, GHANA, IVORY COAST, LAOS, MALI OR SENEGAL

00 1 720 514 4400

#### CHILE

1230 020 3559

#### INDONESIA

001 803 015 203 5129

#### MEXICO

001 866 376 0139

#### PERU

0800 13370

#### POLAND

00 800 111 3819

#### SOUTH AFRICA OR THAILAND

001 800 1777 9999

#### ALL OTHER LOCATIONS

720 514 4400

<b>ISSUES OR CONCERNS</b>	<b>CONTACT</b>
<p><b>To ask questions, report potential misconduct or other ethical concerns</b></p>	<p>Visit <a href="http://www.convercent.com/report">www.convercent.com/report</a> for a full list of international toll-free numbers and dialing instructions</p> <p><b>BY MAIL:</b>  Boart Longyear Company  Compliance Helpline  2455 S 3600 W  Salt Lake City, Utah 84119  Attn: Legal Department</p> <p>You can raise a concern to the Audit and Risk Committee of the Board of Directors by making a report to outside counsel either by email or by phone.</p> <p><b>Paul Hastings LLP</b> – Jonathan Drimmer  <b>Email:</b> <a href="mailto:jondrimmer@paulhastings.com">jondrimmer@paulhastings.com</a>  <b>Phone:</b> +1 (202) 551-1871</p>
<p><b>To report accidents or injuries; or To report safety or environmental hazards or to report any damage to the environment</b></p>	<p>Report the information to your supervisor, management and local EHS representative.</p>
<p><b>To view our Policies, Standards or Procedures</b></p>	<p><b>Global Policy Library:</b> <a href="http://underground.boartlongyear.com/department-page/legal/policy-library">http://underground.boartlongyear.com/department-page/legal/policy-library</a>  A copy of any Boart Longyear Policy, Standard or Procedure may also be requested from the Legal Department.</p>
<p><b>For legal questions and concerns, to report potential Code violations or to request a copy of a Boart Longyear policy</b></p>	<p><b>Contact the Legal Department:</b></p> <p><b>Giovanna Bee Moscoso</b> – Chief Legal Officer  <b>Nick Nash</b> – VP, Deputy General Counsel and Company Secretary  <b>Cesar Riano</b> – Regional Counsel, Canada and Latin America &amp; Lead Counsel, Commercial Contracts  <b>Ximena Partarrieu</b> – Associate Regional Counsel, Latin America  <b>Rachida Boujarda</b> – EMEA Lead Regional Counsel – EMEA  <b>Amy Cottle</b> – Intellectual Property and Compliance Manager</p>
<p><b>For media inquiries</b></p>	<p><b>Tony Shaffer</b> – Global Head of Investor Relations  <a href="mailto:Tony.shaffer@boartlongyear.com">Tony.shaffer@boartlongyear.com</a>  +1 801-952-8343</p>

