

ORIENTATION AND TRAINING REQUIREMENTS

Echo provides all new employees a safety orientation detailing the company’s HSE policies, operational procedures, and industry-required minimum training prior to performing any work.

Each new worker is also required to work under the supervision of an experienced employee to ensure that a clear understanding of job requirements is communicated, understood and that they are able to competently perform their assigned job tasks.

All Echo employees are required to be physically fit and have the ability to see and hear well in order to perform their jobs safely. Echo reserves the right to determine suitability of all employees.

PHYSICAL JOB DESCRIPTION

The following provides both physical and work details for seismic workers.

Walking Distance Per Day	<ul style="list-style-type: none"> Averages 3 km to 5 km per day (some days can be 10 km to 12 km) 	
Hours Worked Per Day & Number of Days Worked	<ul style="list-style-type: none"> The average workday is approximately 13 - 14-hours, depending on the proximity of the jobsite to the hotel/camp. The Echo workweek is 7 days. The rotation period for time off is scheduled based on legislation and practical guidelines, i.e. 24 days on/4 days off. 	
Terrain and Ground Conditions Vary and May Include	Hills	Mountains
	Prairies / Desert	Hand Cut Seismic Lines
	Valleys / Gulches	Water Ways / Crossings
	Thick Brush / Deadfall	Forest / Scrub Land
	Wet lands / Swampy Areas	Snow Pack / Ice Cover
Weather Conditions	<ul style="list-style-type: none"> Work is performed outdoors in all types of weather conditions from extreme hot and dry, to arctic like conditions (All North American seasons). 	
Weight Considerations	<ul style="list-style-type: none"> Individuals are expected to carry a personal daypack (generally 10 LBS). In addition to personal gear, expected weight considerations include line cables, geophone set, battery, boxes, tools, and various other line materials. On average individual weight varies between 30-50 pounds. 	
Physical Demands	<ul style="list-style-type: none"> All positions include repetitive movements such as lifting, bending, carrying, and twisting. The work demands endurance, flexibility, and strength. All-Terrain Vehicles are used for several phases of the operation, which can also be physically demanding depending on the type of terrain 	

PROVIDED ACCOMMODATION REQUIREMENTS

As an Echo Seismic employee working directly for the Company and depending on crew assignment and or project location, accommodation within either a Hotel/Motel or Camp will be provided at company expense.

Employees are responsible for any damage that they (or any persons they invite into their room), may cause to hotel/motel rooms, camp quarters or other amenities associated with the accommodation provided.

Employees provided accommodation in a Hotel/Motel or Camp are required to abide by all rules and regulations of the establishment and will be held personally responsible and liable for any violation of the rules and/or regulations established by the Hotel/Motel or Camp. (i.e.: smoking in a non-smoking room, physical damages to rooms, or being disrespectful to any Hotel/Motel or Camp employee or other guest).

Employees who willfully ignore any rules or regulations established by Echo Seismic and/or the Hotel/Motel or Camp, or who are disrespectful of other guests or workers may be required to vacate the premises and may be subject to discipline up-to and including termination of employment by Echo Seismic Ltd.

If there is reported to be damage to any Hotel/Motel or Camp property, an investigation team comprised of the Hotel/Motel/Camp Manager or their designate, Echo Crew Manager and the Echo HSE Advisor will verify all reports of damages. In the event that damage reported is because of negligent actions or behavior; the investigation team will be required to produce a report that contains details of the event (photos and details of damage) as well as cost estimates for any damage identified.

Estimates for any damage, as a result of the actions or non-actions of any Echo employee(s) will be forwarded to Echo's Human Resource and Payroll departments. Damage repair costs will be directly deducted from the employee(s) pay. In the event that damages are significant, legal action will be taken against the individual or individuals in question.

SOCIAL MEDIA POLICY

Introduction

This Policy deals with the use of all forms of social media, including Facebook, LinkedIn, Twitter, YouTube, all other social networking sites and all other internet postings, including blogs. It applies to the use of social media for both business and personal purposes, whether or not during office hours or otherwise, and regardless of whether or not the social media is accessed using the Company's IT facilities and equipment or equipment belonging to you or other third parties.

This Policy is non-contractual and may be amended by the Company from time to time. It should be read in conjunction with the Company's Computer Security and Email Policy which relates to usage by employees of the Company's IT facilities and equipment and its Data Protection Policy.

General

- At law the Company and every individual employee owe a mutual duty of confidentiality and good faith.
- Any critical, disparaging or defamatory comments made regarding fellow employees, the Company or its business contacts may bring reputations into disrepute and give rise to legal action by an injured party.
- The Company as well as the individual may be deemed liable at law for any disparaging or defamatory comments which an employee makes against fellow employees or business contacts.
- You are personally responsible for what you communicate via social media. Remember that what you publish might be viewed by an audience wider than you intended. You are responsible for your own privacy settings on social media sites and should not expect privacy in respect of postings on sites. You should ensure that any social media communication is communicated on your own behalf and does not appear to be linked with the Company in any way.

Policy

1. Adverse commentary on social media sites which criticizes the Company, its services, or any of its personnel is strictly prohibited and any breaches will be deemed an act of gross misconduct.
You must not post or communicate disparaging, offensive, discriminatory, obscene or defamatory statements, video clips or images using social media or otherwise about
 - the Company or its business or services
 - its employees
 - its customers
 - its suppliers
 - its contractorsOr statements/images which could be construed as being damaging or detrimental to our Company brand or reputation
2. You must not disclose or post comments about sensitive or confidential business-related topics on social media sites – you should never assume privacy can be fully controlled.
3. If you disclose via a social media communication that you are an employee of this Company, you must state that any views are entirely your own and do not represent the Company's views.
4. The posting of information on social media web sites that are linked to Echo Exploration and contravene Company Policy will be dealt with as per the company progressive discipline program requirements and may result in termination.
5. Bullying and intimidating behavior may constitute harassment under the Company's Equal Opportunities Policy and will be deemed as an act of gross misconduct.
6. The Company reserves the right to monitor communications by employees on social media sites.

Breach

1. Breach of this Policy may result in disciplinary action being taken against you in accordance with the Company's Disciplinary Policy, including dismissal. Disciplinary action may be taken regardless of whether the breach is committed during working hours and regardless of whether the Company's equipment or facilities are used for the purpose of committing the breach.
2. You may be required to remove immediately any internet postings and social media communications which are deemed to constitute a breach of this Policy. Failure to comply with such a request may in itself result in disciplinary action including dismissal.
3. If you are suspected of committing a breach of the Policy, you will be required to co-operate with the Company's investigation which may involve handing over relevant passwords and login details.
4. If you become aware of a breach of this Policy, you should notify your line manager immediately.

Should you have any queries regarding this document, you should contact the HR Department.