

SUBSTANCE ABUSE POLICY STATEMENT 2023/2024



Document #

Effective Date

Next Rev Date

Department

Location

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HSE-POL-007

2023

2024

QHSE

Echo))) Drive

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This Policy covers all Echo Seismic work activities

Echo and its subsidiaries are committed to providing a safe and productive working environment for employees, contractors, visitors, and business associates free of substance abuse. The Company believes that the use of illegal drugs and the inappropriate use of alcohol, cannabis, medications, and other substances can adversely affect an employee's health, safety, job performance and may also affect (or endanger) other employees, customers, or members of the public.

Echo believes that promoting a strong policy against the abuse of alcohol/cannabis and use of illegal substances is essential to the enhancement of a robust safety culture and that operations conducted free of substance abuse provides employees, clients, contractors, and other persons conducting business with Echo a safe and productive work environment.

To maintain the highest level of safety standards, Echo is committed to instituting and maintaining Company premises and work locations free from unauthorized alcohol/cannabis consumption, illegal substance/medications use and prohibiting the use, sale, purchase, transfer, possession or presence in one's system of any controlled substance (except for medically prescribed drugs that DO NOT impair an individual's capacity to work safely) by employees, contractors, customers, visitors and business associates, while on company premises, engaged in Company business, operating equipment or while working under the authority of Echo and its subsidiaries.

Substance abuse standards must be produced for each Business Unit based on the country of operations and where required or permitted by local laws. In any location where local law supersedes the requirements established within this Policy, local laws and government requirements must be adhered to. It is the responsibility of each business unit or subsidiary to develop testing and monitoring standards that are in line with local laws or governmental regulations, where such laws or regulations exist, in order to meet the requirements as established within this Policy so that a safe and productive work environment is provided for all persons conducting business with Echo and/or its subsidiaries.

Echo recognizes substance dependency as a treatable condition and encourages employees who suspect they have a substance dependence issue to seek advice and appropriate treatment. Echo and all subsidiaries are required to provide drug and alcohol awareness training to all employees in order to promote awareness to the risks associated with the use and consumption of drugs and alcohol and are required to provide confidential support for employees who seek assistance for a substance related issue.

The responsibility to be "fit for duty" and unimpaired for work is the obligation of each employee and contractor working on an Echo project or site location. Disciplinary action for contravening the stipulations within this Policy, as required, or permitted by local law, will be applied as necessary for any violation of the Policy or Standards as established by Echo business units and may include termination.

Echo retains the sole right to change, amend, or modify any term or provision of this Policy and/or established Standards without notice.

A handwritten signature in blue ink, appearing to read "R. Habiak", is written over a horizontal line.

June 8, 2023

Richard Habiak, President, and CEO
ECHO Seismic Ltd