


DIVERSITY, EQUITY, & INCLUSION POLICY 2024/2025

	Document #	Effective Date	Next Rev Date	Department	Location	Rev #
	HSE-POL-009	June 2024	June 2025	QHSE	Echo))) Drive	002

This Policy covers all of the corporation's work activities

Echo Seismic Ltd. and its affiliates (the "Corporation") promotes diversity, equity, and inclusion at all its worksites and through its contractors, vendors, suppliers, and job applicants. Echo Seismic Ltd. and its affiliates is a forward-looking corporation that maintains a welcoming and diverse workplace that is free from discrimination and harassment. The corporation believes that diversity of thought, backgrounds, experiences, and skills creates an environment that encourages idea sharing and innovation. Employee satisfaction and sense of belonging is critical to strong teams and is essential in maintaining employee morale and retention.

Management will work to achieve diversity, equity, & inclusion awareness through education, partnerships, and open dialog with employees and contractors.

Employees and contractors can expect to be:

- treated fairly and similarly,
- given the opportunity to speak up and contribute, and
- be accepted for their differences.

Employees and contractors will be expected to:

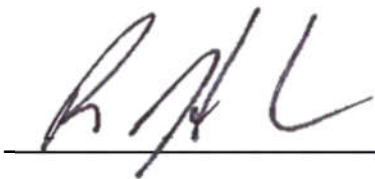
- treat others with dignity and respect,
- behave inclusively at all work functions, on and off the worksite, and
- complete diversity training to enhance knowledge.

Management is responsible and accountable for upholding the Diversity, Equity, & Inclusion Policy. All employees and contractors must consider DE & I in all their activities and intervene when these goals are compromised.

To ensure compliance with this Policy, management, employees, and contractors must not show bias towards any person based on:

- Race
- Gender
- National Origin
- Ethnicity
- Religion
- Sexual Orientation
- Disability
- Age
- Marital Status
- Parental Status
- Socioeconomic Status
- Veteran Status

All personnel working for or on behalf of the Corporation have the responsibility for supporting this policy. All personnel are encouraged to anonymously report violations of this policy through the Whistleblower button in the Workhub platform.



Richard Habiak, President, and CEO
ECHO Seismic Ltd