

HEALTH, SAFETY, & ENVIRONMENT (HSE) POLICY STATEMENT 2024/2025



Document #	Effective Date	Next Rev Date	Department	Location	Rev #
HSE-POL-001	June 2024	June 2025	QHSE	Echo))) Drive	002

This Policy covers all of the corporation's work activities

All management, employees (supervisors and workers), and contractors of Echo Seismic Ltd. and its affiliates (the "Corporation") are committed to the protection of personnel, property, the environment, and the public throughout the communities in which the Corporation conducts business. This commitment requires the provision of best possible services to be made available to employees, clients, and shareholders, and allows the Corporation to compete and grow in a competitive marketplace.

The Corporation's management team is committed to maintaining a safe and healthy work environment that complies with all applicable laws, legislation and industry recognized best practices. The Corporation's management team is further committed to providing continual support, capital investment, human and financial resources, and the allocation of time to promote a safe workplace, free of foreseeable hazards which could pose a risk to people, property, and the environment.

Management, employees, and contractors are required to support the Health, Safety, Environment and Quality Management Systems and work to eliminate or mitigate all hazards to an acceptable level within all Corporation work locations, continually striving for the highest level of safety and service. Management, employees, and contractors are also required to uphold a strong stewardship of environmental practices and commit to protecting the environment by minimizing or eliminating disturbances to land, water, wildlife, and vegetation.

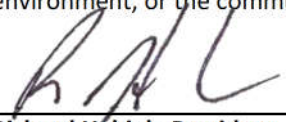
Management, employees, and sub-contractors will achieve this commitment by:

- Actively participating in initiatives that promote best practices and improve Corporation standards in relation to health, safety, environment, and quality.
- Supporting ongoing safety improvement initiatives, audits and development processes that work to continually improve the quality of service.
- Ensuring all employees are properly trained and competent to conduct their assigned work.
- Ensuring that supervisory personnel clearly communicate rights and obligations to employees, contractors, and visitors.
- Promoting the responsibility of all personnel to work towards the reduction or elimination of events and negative impacts on operational quality.
- Ensuring that all workers understand their obligation to stop any unsafe work they witness and to refuse to perform any work deemed to be unsafe or that they are not properly trained to perform.
- Creating a sound and continually improving safety culture that promotes the development of improved management practices, information sharing and open dialogue, including a focus on constructive feedback.
- Promoting safe work practices that are consistent with the goal of achieving zero harm to people, property, and the environment.
- Ensuring the protection of employee wellness regarding health, safety, physical, psychological, and social well-being.
- Conducting risk assessments, evaluating associated hazards, and mitigating risk to a level that is as low as reasonably practicable (ALARP).
- Providing the means to respond effectively and appropriately to events, investigate events and establish emergency procedures that are reviewed, tested, and communicated to all personnel on a scheduled basis.
- Promoting ongoing assessments and reviewing methods to improve Safety Performance and Programs.

This HSE policy applies to all the Corporation's work sites. It is the responsibility of management to show unwavering leadership and commitment to the Corporation Health, Safety and Environmental program and Quality Management Systems while encouraging the pursuit for continual improvement in Corporation HSE performance, culture, and quality of service.

It is the responsibility of all workers who are conducting activities under this Policy to immediately report any significant breach of this Policy to the President and CEO who will ensure a comprehensive investigation is conducted and mitigation measures applied to minimize any impact that may result.

Management believes that an unwavering commitment to sound HSE practices, quality of service and responsible stewardship will foster the growth and development of a continually improving work culture that results in no harm to people, property, the environment, or the communities in which the Corporation conducts business.


Richard Habiak, President, and CEO
ECHO Seismic Ltd