


SUBSTANCE ABUSE POLICY STATEMENT 2024/2025

	Document #	Effective Date	Next Rev Date	Department	Location	Rev #
	HSE-POL-007	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") are committed to providing a safe, productive working environment that is free of substance abuse, for employees, contractors, visitors, and business associates. The Corporation 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 Seismic Ltd. and its affiliates believe 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 the Corporation a safe and productive work environment.

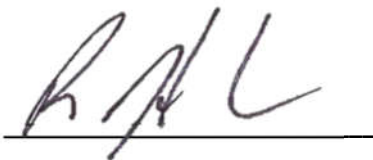
To maintain the highest level of safety standards, the Corporation is committed to instituting and maintaining premises and work locations free from unauthorized alcohol/cannabis consumption, illegal substance/medications use and prohibiting the use, sale, purchase, transfer, possession or presence in 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 corporation premises, engaged in Corporation business, operating equipment or while working under the authority of Echo Seismic Ltd. and its affiliates.

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 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 Seismic Ltd. and its affiliates.

The Corporation 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 Seismic Ltd. and its affiliates 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 conducting business for or on behalf of the Corporation. 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 local business units and may include termination.

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



Richard Habiak, President, and CEO
ECHO Seismic Ltd