

DIVERSITY, EQUITY, & INCLUSION POLICY 2023/2024



Document #	Effective Date	Next Rev Date	Department	Location	Rev #
HSE-POL-009	2023	2024	QHSE	Echo))) Drive	001

This Policy covers all Echo Seismic work activities

Echo Seismic Ltd promotes diversity, equity, and inclusion at all its worksites and through its contractors, vendors, suppliers, and job applicants. Echo is a forward-looking company that maintains a welcoming and diverse workplace that is free from discrimination and harassment. Echo 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.

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

Echo employees and contractors can expect to be:

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

Echo employees and contractors will be expected to:

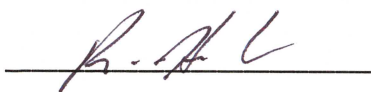
- treat others with dignity and respect,
- behave inclusively at all work functions, on and off the worksite, and
- complete diversity training to enhance knowledge.

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

To ensure compliance with this Policy, Echo 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 Echo have the responsibility for supporting this policy. Echo personnel are encouraged to anonymously report violations of this policy through the Whistleblower button in the Workhub platform.

 Jun 8. 2023

Richard Habiak, President, and CEO
ECHO Seismic Ltd