

# INDIGENOUS RELATIONS POLICY 2023/2024



| Document #  | Effective Date | Next Rev Date | Department | Location       | Rev # |
|-------------|----------------|---------------|------------|----------------|-------|
| HSE-POL-010 | 2023           | 2024          | QHSE       | Echo ))) Drive | 001   |

This Policy covers all Echo Seismic work activities

Echo Seismic Ltd promotes collaboration with Indigenous peoples and their communities to build long-term, trusting, and mutually beneficial relationships based on the values of inclusion, transparency, respect, and accountability. Echo recognizes the value of ensuring all employees and contractors are aware of and adhere to this Indigenous Relations Policy. Echo will initiate, maintain, and nurture sustainable relationships with Indigenous Peoples in all areas that the company does business.

Echo Seismic Ltd. acknowledges that Aboriginal and Treaty rights of Indigenous people in Canada are recognized, affirmed, and protected by the Canadian Constitution. Further, when engaging and collaborating with Indigenous Groups, all Personnel will respect the spirit and intent of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and its guiding principles within the context of existing Canadian, and U.S. law and the associated commitments and roles that governments in those jurisdictions have, relative to Indigenous Groups.

Echo Seismic Ltd. is committed to building an inclusive culture that respects and maximizes the contribution of the different backgrounds our people bring to the company for the benefit of our clients, employees, stakeholders, and the wider communities. This policy reflects Canada's Human Rights Legislation, as well as Echo's own Diversity, Equity, and Inclusion Policy, which does not discriminate either against or in favour of candidates based on, but not limited to, ethnicity, religious beliefs, or racial origin.

Echo respects that each Indigenous community has its own unique connection with the land and environment in which they live.

Echo appreciates the importance of learning from and respecting the cultures in which we operate.

Echo recognizes the diversity of Indigenous peoples in Canada and are committed to interacting with each Indigenous community in a way that respects their history, culture, and customs.

All Echo employees and contractors must complete the requisite training, Indigenous Awareness 2022, to gain understanding of Indigenous history, culture and the role Indigenous Peoples play in Canada.

Echo employees and contractors are expected to comply with this policy and support others in doing so.

June 8, 2023

Richard Habiak, President, and CEO  
ECHO Seismic Ltd