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Health, Safety, and Environmental Policy

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INTRODUCTION

The policy defines the framework of targets and actions to achieve high Health, Safety, and Environmental (HSE) performance for the benefit of our personnel and the Environment.

POLICY

At GR8 GEO, we are committed to a) keep our people, and others who may be affected by our activities, healthy and safe at work and b) protect the environment and promote sustainability. GR8 GEO aims to zero work-related injuries of their employees and stakeholders, and protection of the environment as a result of our activities.

To achieve these two goals, GR8 GEO will:

- Provide a safe and healthy work environment
- Develop a safety and health culture where our personnel actively care for the safety of themselves and others
- Work proactively and collaboratively to continuously improve HSE performance
- Advance our goals of pollution prevention, resource conservation and environmental sustainability
- Efficiently use the natural resources within our facilities and in project work
- Work with clients and stakeholders to identify HSE risks and properly incorporate all applicable HSE legal requirements and regulations

The commitment to this policy by GR8 GEO's management and employees is the basis for a safe workplace, operational excellence, and long-term business success.

EXPECTATIONS

For GR8 GEO, health, safety, and environmental protection is a core value and a key parameter for business success. To continuously improve the HSE performance, all GR8 GEO's personnel are required to:

- Consider safety as a core value
- Commit to their own safety and to the safety of their colleagues
- Proactively identify hazards in the workplace and diligently work to eliminate the hazard and reduce the risk
- Report immediately any HSE incident, unsafe conditions, and at-risk behaviors to their supervisor



- Stop working if the work cannot be executed safely or if conditions or behaviors on the work activity are unsafe
- Be involved in training and preparatory actions to have the knowledge, skills, and competency required to work safely and react in emergency

GOVERNANCE

This Policy is set by the management and concerns all GR8 GEO's personnel. It is reviewed and approved annually, or more frequently if needed, to ensure it meets the company needs. The policy is communicated to all persons under the control of the company.