

# HEALTH AND SAFETY POLICY

Geofizyka Toruń provides geophysical and geological services with the priority of safety of people engaged in activities carried out by the Company. We believe that all work related incidents and occupational diseases are preventable, therefore we commit ourselves to strive for restricting their number to zero and continually improve the health and safety state with reference to the best industry practises. Particularly, due to the risk assessment for geophysical works, we commit ourselves to take actions aiming at minimising hazards especially resulting from walking or driving in the area of operations.

Management and all employees of the Company obey superior rule that no work related actions can be performed in a way hazardous to health or life. Every work has to be performed according to health and safety rules and regulations even if it would make the performance of the work longer or require additional resources to keep the risk as low as reasonably practicable (ALARP).

Adopted Policy and superior objective of preventing work related incidents and occupational diseases are accomplished by:

- meeting legal and other applicable requirements, in particular those of Clients, maintaining and continuously improving the effective health and safety management system in the framework of Company's integrated management system;
- constant identification of hazards with the participation of all employees, risk assessment for workplaces and rising from planned and carried out projects, especially seismic field works, and also introducing proper means of eliminating or mitigating the risk, including work organisation and using modern technologies;
- establishing proper organisational structure, appointing individual responsibilities and rights regarding HSE; establishing, maintaining and reviewing policies, procedures and safe work instructions;
- HSE training system, assuring introductory and periodical trainings, induction into work or visit on a seismic project, and not allowing an employee to perform duties if the person does not possess required qualifications, necessary skills or sufficient knowledge of HSE rules and regulations for the job;
- assuring consultation and participation of employees and their representatives including communication and dialogue, as well as engaging them in the improvement of HSE conditions for example by developing reporting system of Positive Observations/ Unsafe Conditions/ Unsafe Acts, shaping awareness and safety culture including the sense of being responsible for own safety and safety of co-workers;
- effective emergency procedures in case of an incident or breakdown ensuring essential actions eliminating or limiting hazard, providing first aid to injured persons and establishing the cause and circumstances of the incident or near miss in order to introduce proper remedial measures;
- setting ambitious and realistic targets in regard to HSE, monitoring their accomplishment by e.g. system of inspections and internal audits, analysis of incident statistics, taking into consideration issues connected with obeying HSE rules and regulations in employees' assessment systems, disciplinary and incentive programs.

President of the Board – Chief Executive Officer bears the responsibility for the condition of HSE in the Company. All employees are responsible for the implementation of this Policy, that applies also to (sub) contractors and their workers. All personnel are obliged to perform their duties in a rigorous compliance with HSE rules and regulations. Supervisors are responsible for enforcing adherence of the employees to the rules established in the Policy.



Piotr Antonik  
President, CEO

Toruń, 23.06.2020