



SECURITY POLICY

Geofizyka Toruń provides geophysical and geological services in different parts of world. Therefore, the Company pays special attention to ensuring physical safety of its employees and other persons present at the Company's premises or engaged in the Company's field works.

In order to ensure safe and secure workplace, free from violence, criminal, hostile or malicious acts, no weapons of any type, particularly firearms, are allowed on the Company premises except for the weapon in the possession of authorized security personnel or governmental police services.

The ban on weapon possession applies whether the weapon is on the individual person, carried in a container or openly, or is in a vehicle brought onto the Company premises. Furthermore, while on Company business, employees are prohibited from carrying or otherwise possessing or transporting weapons at any time and at any place (including vehicles).

Moreover, to achieve set target the Company will:

- constantly identify and monitor security hazards in all areas of the Company's operations to mitigate and keep them as low as reasonably practicable (ALARP), and aim for continuous improvement of the integrated management system;
- provide sufficient resources to maintain adequate security protection of employees;
- only where there is no alternative, particularly personnel may be exposed to assault, armed security will be employed: host national law enforcement agencies or security professionals with recognised track record, if the former is found to be not sufficient;
- conclude security agreements in conformity with applicable legal regulations and respect for human rights. Firearms will only be used with restraint and as a last resort in proportion to the offence and the objective to be achieved, and when there is a direct threat to life. Moreover, firearms will be used in line with the laws of the host country and applicable international standards;
- ensure adequate trainings, exercises, guidelines and procedures for the personnel. Emphasizing the importance of safeguarding the personnel, Geofizyka Toruń will instruct all staff that no resistance should be offered to persons who threaten violence in any way if it causes imminent danger to health or life, even though Company's property is endangered;
- develop, regularly test, review and update adequate security contingency plans and practices;
- report and investigate all security incidents. Where force is used, assistance and medical aid will be provided to injured persons, including offenders, unless doing so would subject other personnel to risk of injury.

This Policy is applied to Company's and (sub) contractors' employees and also to other persons staying at the Company's premises.

Employees of all positions in the Company are responsible for the implementation of this Policy. All personnel must be aware of and accept responsibility for safety and security of themselves, co-workers and third parties while at work.



Piotr Antonik
President, CEO

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