



Health, safety and environmental policy

SeaBird Exploration as a global provider of high quality seismic services is committed to:

- The health and safety welfare of everyone involved with or contributes to, or is impacted by, our worldwide operations and activities.
- Protecting the environment from pollutants caused by SeaBird's operations and activities.
- Prevention of occupational injuries and illness to an acceptable level (zero harm) by identifying and managing applicable hazards and risks to provide: safe places of work, safe work equipment and safe systems of work.

The Chief Executive Officer has overall responsibility for health, safety and environmental (HSE) performance.

VP QHSE is responsible for ensuring the policy and overall QHSE performance is monitored and will ensure adequate resources are made available.

Line Managers and supervisors are responsible for the necessary HSE arrangements and applications for all assets assigned and staff who report to them.

Each person is responsible for their own safety and of those around them.

We shall all:

- Be fair in dealings with all stakeholders
- Promote the highest ethical standards
- Integrate this policy into all aspects of our business operation and decision making
- Communicate this policy by electronic and physical means to all who contribute to our operations and business
- Ensure employees and contractors understand that working safely is a condition of employment
- Ensure employees are competent to identify and manage risks effectively
- Comply with applicable laws, regulations and relevant standards
- Provide healthy safe places to live and work, safe equipment and work practices
- Identify and assess environmental aspects of our operations
- Minimise the impact of our activities on the environment
- Report, investigate and analyse incidents to learn from and communicate to others
- Strive towards eliminating workplace hazards and to reduce risk
- Continually improve Health and safety management skills of all personnel through auditing and measuring.

Bergen 20th February 2020

For and on behalf of SeaBird Exploration

Gunnar C. Jansen