

ENVIRONMENTAL POLICY

Top management at Gem Geophysics are committed to protecting the environment, including the prevention of pollution through identifying and mitigating our significant environmental aspects and impacts. We will strive to continually improve our environmental management system and remain compliant to all relevant environmental legal obligations.

Environmental objectives

The top management and staff at Gem Geophysics are committed and will strive to:

- implement processes to protect the environment and prevent pollution;
- to remain compliant to all environmental legal requirements, and
- to protect the environment through the management of significant environmental aspects and impacts;

As part of our systems and processes we will:

- train, educate and communicate with employees, contractors and other relevant interested parties in regard to this policy and expectations towards protecting the environment where necessary;
- ensure that this policy is retained as documented information, and available to interested parties;
- define and meet objectives, by documenting and monitoring measurable environmental targets;
- conduct regular management review meetings to ensure our environmental management system is reviewed and controlled appropriately;
- report, investigate and apply corrective actions to all environmental incidents;
- evaluate and fulfil all environmental legal and other requirements applicable to the organisation;
- document and mitigate all environmental aspects and impacts applicable to the organisation where reasonably practicable;
- conduct audits of core processes within the organisation as part of our continual improvement process;
- ensure our environmental management system is conformant and certified to ISO 14001:2015, and
- review this policy annually.

Approved by Ben Morgan
Managing Director
14th October 2025



Note: Printed copies of this document are "uncontrolled documents"

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