

Environmental, Social and Governance (“ESG”) Policy

Adopted 4th March 2022.

Geodrill believes in doing what is right, not just what is required. At the core of our mission and values is a commitment to the communities and environment in which we operate. Our dedication to corporate responsibility necessitates running our business with honesty and integrity. Geodrill is committed to corporate leadership through community engagement and investment, leading environmental practices, and transparency and accountability with our stakeholders. The Company is committed to support the United Nations’ Sustainable Development Goals (“SDG’s”) by elevating its Corporate Social Responsibility program to achieve for sustainable growth and to align its disclosures with international Global Reporting Initiative (“GRI”) and Sustainability Accounting Standards Board (“SASB”). Geodrill believes that responsible investment is reflected in the environmental and social impact of its activities, and the manner in which the Company conducts its business. The Company has focused its attentions on eight of the UN SDG’s, namely:

- No poverty (#1)
- Zero hunger (#2)
- Good Health and Well-being (#3)
- Quality Education (#4)
- Gender Equality (#5)
- Decent Work and Economic Growth (#8)
- Climate Action (#13)
- Peace, Justice and Strong Institutions (#16)

In pursuit of these goals, Geodrill is committed to develop a strong ESG Framework and to define an ESG strategy based on five key areas: Operational Excellence, Eco-Efficiency, Community Development, People and Culture, and Responsible Management.

PRIORITISE OUR AMBITION

Operational Excellence

- Maintain the highest industry standards
- Achieve a zero-harm work environment

Eco-Efficiency

- Lower our GHG emissions by investing in renewable energies and energy-efficient technology
- Reduce our consumption of resources, improve our waste management and increase our recycling of materials

People and Culture

- Attract and develop a diverse workforce, including more female employees
- Support employee wellness

Community Development

- Provide training and career opportunities to lift unskilled workers out of poverty
- Promote positive change by collaborating with communities and supporting education and health projects

Responsible Management

- Uphold the highest standards of corporate governance
- Operate with honesty and integrity
- Monitor ESG performance at Board and Executive levels

Environmental

Geodrill strongly supports the protection of the environment. The Company is committed to minimising, mitigating, and managing its impact on the environment by using energy and resources as efficiently as possible. Geodrill cares for the environment and proactively manages the environmental impact and effects of our operations by improving our waste management and increase our recycling of materials . We strive to use energy and other resources efficiently in our operations by lowering our GHG emissions and reducing our consumption of resources. To achieve these objectives, we have identified three focus areas.

Key areas considered are:

- Climate change
- Water stewardship
- Waste management

We are dedicated to operating at international best practice standards to minimize our impact on the environment. We will ensure compliance with applicable laws, regulatory controls and site-specific environmental policies and work with our clients in implementing best practice approaches to the environment. We commit to playing an active role in water stewardship and managing our waste responsibly through recycling and proper disposal.

Social Responsibility

Geodrill is committed to being socially responsible within the communities in which it operates and with those in the community most in need of support ensuring they are treated with respect and dignity. Management believes that this core value embraced by Geodrill's corporate culture provides mutual long-term benefits to both communities and their environment as a whole, the Company and

its employees. Geodrill's social impact focuses strongly on the communities we work in, by supporting orphanages, schools and shelters and transferring expertise and knowledge to empower local employees, and by reducing its reliance on imports as outlined in Geodrill's [Corporate Social Responsibility](#).

To promote local content and organisational resilience Geodrill hires locally as much as possible and provides extensive training and leadership opportunities to promote staff from within. It is company practice to hire unskilled individuals and train them to become skilled professionals thereby raising their socioeconomic status and helping to break the poverty cycle.

Health and safety are a core value with the well-being of our employees our top priority through our Management System, developed to meet Occupational Safety Health Administration ("OSHA") standards, our clients and applicable government standards. Our crews are well-trained, dedicated employees who know Safety Cultures occur when every employee understands their rights and responsibility to work safely, be healthy, and to protect our environment as per our [Health, Safety, Environment & Quality Policy](#) which is reviewed annually.

Geodrill is committed to providing a healthy and safe workplace for all by promoting a zero-harm philosophy and fosters a culture of transparency and learning. The Company believes that rewarding its employees through fair remuneration and benefits combined with career development and upskilling opportunities will enhance employee engagement and increase employee retention.

The Company ensures that security risks and threats are identified and monitored and has adapted a security risk identification and reporting system. Any identified security risks & threats will be addressed using our security risk matrix in conjunction with our crisis procedure and emergency evacuation procedures.

Geodrill is an equal opportunity employer. The Company proudly advocates for gender and diversity inclusion in the recruitment and talent management processes and undertakes to treat all directors, employees, candidates, partners, contractors, consultants, stakeholders and suppliers fairly and equally regardless of gender, age, culture, ethnicity, religious beliefs or disabilities as outlined in our [Diversity Policy](#).

The Company is committed to actions and policies to ensure fair employment, including equal treatment in hiring, promotion, training, compensation, termination, and corrective action and will not tolerate discrimination by our employees or agents. We remain committed to any employee, director or officer who legitimately and in good faith discloses an alleged violation of employment or labour laws, securities laws and regulations, laws regarding fraud or the commission or possible commission of a criminal offense, by any person with supervisory authority over the employee, director or officer, or any other person working for the Company who has the authority to investigate, discover or terminate conduct prohibited by the Geodrill [whistleblower policy](#).

Corporate Governance

The Board of Directors are responsible for the stewardship of our Company and ensures that appropriate corporate governance structures and systems are in place and are carried out by senior management throughout the organisation so that all stakeholders understand the importance of good governance.

- The Board is responsible for ensuring appropriate standards of corporate conduct including, adopting a corporate [Code of Business Conduct and Ethics](#) (“the Code”) for all employees and senior management, and monitoring compliance with the Code. Any deviation from any part of the Code for officers or directors requires the express approval of the Board and, if required by applicable securities regulatory authorities, public disclosure.
- Anti-bribery Policy: The Company’s [Anti-bribery Policy, Practices and Procedures](#), has been approved by the Directors and describes the policy of the Company together with the practices and procedures to be followed in order to comply with Anti-bribery legislation. We have a zero-tolerance policy for corruption and we conduct due diligence to ensure that we do not contribute to abuses of human rights. The implementation of our Whistleblower Policy, as referred to above, assists in the reporting of any suspected breaches of our Policies.

The Chairman of the Board is responsible for ensuring a separation of the offices of Chair and CEO and appropriate checks and balances for members of the management team with the assistance of the three Board committees, namely Audit and Disclosure: Governance, Safety and Nominating and Compensation.

Any queries by any member of staff should be directed to the Executive General Manager in the first instance.



John Bingham
Chairman of the Board of Directors



Dave Harper
President, Chief Executive Officer, and Director