



RIGHT TO REFUSE POLICY

It is the policy of IMC Geophysical Services Ltd (IMC GSL) to ensure that no employee is assigned work which is unsafe, or does not comply with company operating procedures and that all employees are empowered to refuse such assignments.

- A work instruction that negates one of its procedures is an unsafe assignment.
- An employee has the right to refuse carrying out any unsafe assignment without fear of dismissal.
- An employee has the right to refuse entering the workplace with equipment or any substances which presents serious and imminent danger without fear of dismissal.
- Should the supervisor not stop such work then the employee has the right to inform his section head.
- Should the section head not correct the anomaly in respect of the work assigned, the employee will inform the HSE department.
- On receiving such notification, the HSE department will investigate the authenticity and take necessary actions to ensure the work will be carried out safely.
- A record of the notification, subsequent investigation and action will be forwarded to the QHSE Manager and the General Manager

Keith Latham

General Manager

1st January 2018