

Southern Geophysical Limited welcome and respect diversity, cultural differences and supports inclusivity. Staff are employed based on skills and experience. Embracing diversity of thought and experience enable practical solutions to be developed for clients.

Southern Geophysical require that all staff treat clients, members of the public and fellow staff members with respect, sensitivity, courtesy, and impartiality.

Southern Geophysical comply with legislation, industrial or administrative requirements. This includes the Human Rights Act 1993 which prohibit discrimination based on gender, marital status, religious belief, ethical beliefs, race, ethnic or national origin, disability, age, political opinion, employment status, family status or sexual orientation.

Southern Geophysical has a zero tolerance for any harassment or discrimination. Unacceptable behaviour, complaint and disciplinary procedures are outlined in the Employment Agreements and the Company Handbook.

This document will be reviewed every two years as a minimum.

Signed:

Michael Finnemore

Position: Managing Director

Date: 12 August 2025