



HEALTH, SAFETY & ENVIRONMENTAL POLICY

Civeo Corporation and its family of businesses (Civeo) is committed to providing a safe and healthy work environment for all employees, visitors and contractors. We prioritize the physical, mental, and social well-being of our people and recognize that safety is integral to our culture and values. Civeo is dedicated to maintaining effective health, safety and environmental (HSE) management systems and committed to continuous improvements in operational performance while minimizing environmental impacts.

HSE performance is the responsibility of everyone working for and on behalf of Civeo.

Management is responsible for workplace safety by establishing HSE objectives and processes consistent with the work we perform wherever we operate, ensuring that our employees are informed of their safety rights and responsibilities, and promptly addressing any valid safety concerns.

Supervisors are responsible for team safety, highlighting potential risks and taking action to address those risks while overseeing and enforcing adherence to company policies, procedures and guidelines.

Workers and contractors are responsible for prioritizing their own safety as well as the safety of others, adhering to policies and procedures, participating in training and reporting any unsafe acts or conditions.

Civeo will foster open consultation, communication, and cooperation with employees to ensure continued compliance with occupational health and safety legislation, environmental legislation, relevant codes of practice and standards. Management and supervisors will ensure effective implementation and compliance with this policy. Mandatory for all employees, visitors and contractors, this policy applies to all Civeo worksite locations and facilities.

This policy will be displayed, regularly reviewed, updated where deemed necessary and communicated to all employees to maintain alignment with Civeo's operations, values, legislated requirements and industry standards.

A handwritten signature in blue ink, appearing to read "BJ Dodson", written over a horizontal line.

Bradley J. Dodson

A handwritten date in blue ink, "December 6, 2023", written over a horizontal line.

Date