

Personnel Protective Equipment Policy

Zeaquest Company Limited (Zeaquest or the Company) commits to protect the health and safety of our employees and the persons who works a part in the Company's operations and worksites.

This policy addresses general Personal Protective Equipment (PPE) to be used and maintained when it has been determined its use is required to ensure the safety and health of employees and reduce the likelihood of occupational injury and/or illness.

The following PPE is to be used on the worksites, project, or anywhere such similar hazards exist:

Mandatory PPE;

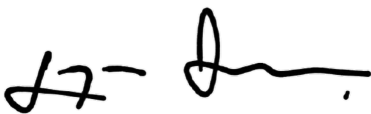
- ◆ Hard hat with chin strap
- ◆ Safety glasses
- ◆ Coveralls / Clothing
- ◆ Gloves (as appropriate with the task)
- ◆ Safety boots

Specific PPE;

- ◆ Work vest when working near or over water
- ◆ Earplugs/muff where excessive noise is present
- ◆ Fall protection device when working at height
- ◆ Dust or chemical mask when working in an environment that specific requires respiratory protection

All employees are responsible for wearing proper PPE as required and provided by the Company, failure to comply with this policy will result in disciplinary action.

Further detail is provided in the HSE document ZQ-HSE-STD-501 Personnel Protective Equipment Standard.



Songpan Svasdikara
Chief Executive Officer
April 1, 2021