

## Corporate HSE Policy

### *Awareness of Safety and environment*

It is our policy to emphasize paramount importance to the Health and Safety of all people affected by our activities as well as the protection of the environment we operate in. Health, Safety and Environment (HSE) is a line responsibility. Collectively, we have a responsibility to maintain high level of HSE awareness

### *Flexibility and innovation*

We shall aim to prevent sickness and injury to ourselves and others. We shall further seek to prevent any undesirable impact which our activities may have on the environment. It is mandatory throughout the company that any discrepancy or observation is communicated swift and efficiently. The company will constantly strive for continuous improvement of all elements of its operation. New initiatives and ideas improving HSE performance will be prioritized and evaluated. Brilliant breakthroughs will be awarded.

### *Respect and trustworthiness*

Special focus shall be attended at all management levels to provide a safe and healthy environment for the team. It is mandatory to all employees that any rule or regulation governing HSE is adhered to. If an employee discovers regulations which are outdated, it is of major importance that this is communicated by relevant channels. The regulation will hereafter be evaluated and proper actions taken.

Every employee is expected to exercise mutual respect for any other individual regardless of job, sexual orientation, race, religious orientation or any other characteristic. Harassment or any other form of discrimination will not be tolerated.



**Michael C. Hjorth**  
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