

Scope

This document presents Norconsult AS' policy for occupational health and safety (OH&S), for information to our interested parties such as public authorities, clients, cooperating companies, sub-suppliers, Norconsult staff and other staff working for Norconsult.

Our basic attitude is that work-related accidents, injuries or sickness as a result of our activities shall not occur.

In addition to complying with public requirements the company has the following defined goals:

- Our projected solutions must be safe both during construction and in use
- No work-related injuries
- Employee satisfaction at a high level, with structured employee development
- Absence due to sickness to be at low level

Policy for occupational health and safety

Norconsult will provide services that meet our clients' needs and help them to achieve their goals. We will endeavour to clarify and harmonise the needs and expectations of our clients in such a manner that requirements regarding the services we provide are clearly defined, unambiguous and complete.

The statutory, self-imposed and other requirements regarding the services/products to be provided will be met.

The requirements and needs apply to all aspects of the services to be provided. This includes the products to be delivered, the processes used in providing the product, the people involved in providing the service, the delivery dates, the resources used and the costs incurred.

Compliance with requirements from the public authorities is a part of our concept of quality. Thus the measures we take to comply with these requirements and safeguard health, safety and environment (HSE) are an integral part of our management system NORMS (Norconsult Management System). The management system is developed through active involvement and dialogue with our employees. Employees shall be made aware of and motivated to achieve the company's OH&S goals through dedicated training, established routines and participation in assignments.

The management system shall contribute to safeguard and consider OH&S in line with requirements for technical and professional quality, time, cost and environment in our assignments and in our own operations. Our OH&S activities shall primarily prevent and reduce the risk of work-related injuries, ill-health and sickness, and further ensure that actual incidents are detected and dealt with, and that the causes are found and removed and through this contribute to lesson learned and continuous improvement.

Our management system, therefore, must at all times be in compliance with the latest applicable version of: "Regulations relating to Systematic Health, Environmental and Safety Activities in Enterprises (Internal Control Regulations)" (In Norwegian: "[Forskrift om systematisk helse-, miljø- og sikkerhetsarbeid i virksomheter \(Internkontrollforskriften\)](#)"). The elements in our management system that contribute to meeting these regulations constitute our internal control system for HSE. Further our management system shall be in compliance with NS-EN ISO 45001:2018 'Occupational health and safety - management systems'.

The undersigned is responsible for ensuring that the Norconsult management system, NORMS, is implemented and that it functions effectively.

Egil Hogna
President and CEO