


OHS Policy				
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OCCUPATIONAL HEALTH AND SAFETY POLICY

Our aspirational goal is zero harm to the health and safety of people.

- ✓ Zero harm means that we aspire to create a workplace that is injury free with no negative health impacts.
- ✓ Our OHS commitment applies across our value chain through business development, project execution, operations and decommissioning.
- ✓ International and national legislation and guidelines form the basis of our occupational health and safety (OH&S) culture.

We believe all accidents can be prevented by:

- ✓ Building a company culture which reinforces health safety awareness among our employees.
- ✓ Ensuring practical and well-considered risk management onboard and ashore.
- ✓ Learning through analyzing accidents and near-accidents.
- ✓ Continuous improvement of processes and routines, including skills of personnel and emergency preparedness.

We shall be recognized as a truly learning organization based on the 8 leadership principles:

- ✓ Trust Have confidence in other people
- ✓ Openness Be open to feedback from others
- ✓ Feedback Give critical feedback without blame or causing shame
- ✓ Teamwork Collaborate towards common goals and agreed norms
- ✓ Care Take ownership in your job and care about your colleagues
- ✓ Learn Always see failure as a vital source of learning
- ✓ Speak-up Speak up if you have any concerns and encourage other to do the same
- ✓ Dilemmas Manage failures arising from conflicts between goals, policies and people

We monitor our OH&S achievements through:

- ✓ Weekly reporting.
- ✓ Regular evaluation of trends.
- ✓ Yearly review of OH&S objectives and targets.

Oslo, Norway
11 March 2024


Ragnar Nes
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