

Health and Safety

Purpose

This policy outlines the commitment of Vår Energi to prioritize a healthy and safe working environment. With the understanding that we can prevent harm to individuals and assets, we aim to ensure the well-being of our employees, contractors, and partners. This Health and Safety Policy outlines the principles and commitments governing occupational health and safety within our organisation, with the overarching goal of conducting all activities to the highest standards.

This policy is applicable to all personnel working for Vår Energi ASA, hired or contracted and subsidiaries of Vår Energi ASA and sets out our expectations towards contractors, suppliers, and business partners.

Commitments

Vår Energi is committed to:

- Complying with laws, regulations, and industry standards for a healthy and safe working environment
- Continually improving the occupational health and safety management system
- Prioritising, establishing action plans and monitoring performance against targets
- Delivering a healthy and safe working environment through leadership accountability and commitment, learning and awareness, systems and tools, and consistent communication
- Maintaining healthy and safe working conditions, promoting safe behaviours and continually striving to eliminate health hazardous exposure, reduce safety risks, and prevent major accidents
- Acknowledging occurrence of human errors, safely managing consequences, and promoting learning for improvement
- Incorporating health-promoting and safe design by recognizing risks and handling them according to hierarchy of controls throughout the asset lifecycle
- Maintaining an organisation that is trained and prepared to respond to emergencies
- Ensuring working conditions and psycho-social well-being of its people to safeguard individual's job-motivation, engagement, and productivity throughout their working life and beyond
- Investing in research and innovation to gain new knowledge and develop new technologies for a healthy and safe working environment
- Involving workers and workers' representatives in matters related to health and safety and communicating transparently with stakeholders

Responsibilities

The EVP Safety and Sustainability has the overall responsibility to oversee the effectiveness of this policy. The EVP for each business line is responsible for adhering to the commitments in this policy for their respective areas.



Nick Walker,
CEO, Vår Energi