
Health, Safety and Environment (HSE) Policy

Doc.nr.: 150-PCY-003-EN
Revision: 01
Date: 27.01.2022

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Field of application: Concern/Group

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1 HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY FOR TINFOS

1.1 Health & Safety

We will lead our business in a way that puts safety and health first. We will encourage our employees to lead a healthy and safe lifestyle, both in terms of themselves and their families.

We will develop and manage our facilities in a way that takes into account the health and safety of our neighbors and other third parties.

We shall comply with applicable regulatory requirements for safety plans, analyses and organisation of our development projects, operational activities and other activities in Tinfos.

We shall establish our own specific HSE objectives in Tinfos.

1.2 Work environment

The company's managers will conduct annual employee interviews with the department's employees.

Tinfos shall on a regular basis conduct work-environment assessments for all of our employees.

We shall have clear procedures for following up the individual employee's workload and load.

The company shall offer its employees a flextime scheme cf. working environment act.

The company shall offer regular health checks in cooperation with the occupational health service.

The company will establish annual plans describing the scope of planned services involving the occupational health service (Stamina Helse AS).

1.3 Securing employees and assets

We will safeguard our properties and employees against industrial espionage, theft/destruction/misuse of our documents/data/knowledge/products and other assets, sabotage and acts of terrorism.

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1.4 External environment

Tinfos will lead its activities with special regard to environment and biodiversity, and we shall comply with all regulatory requirements related to our activities.

See our Sustainability Policy for more information about our regard to external Environment.

1.5 HSE organization

The CEO has overall HSE responsibility in Tinfos.

The company shall have a designated person in management with responsibility for following up the operational HSE work in the company.

The company shall have one main safety delegate per legal entity that has employees. The Main Safety Delegate is elected by and among the employees.

The company shall have a representative HSE committee with representatives from local associations, other employees and the company's management who conduct regular committee meetings.

Tinfos shall in its governing documentation describe the company's distribution of HSE responsibilities, tasks and authority in the organization.

1.6 Knowledge and training

We will systematically increase our understanding of the risks and impact our activities and products have on health, safety and the environment, so that our measures are appropriate, put in at the right time and are based on the best possible knowledge base.

Management and safety delegates shall have the necessary HSE training.

1.7 Communication

We will regularly publish our HSE goals and report on the status and progress to our stakeholders.

We will communicate our HSE goals and requirements to our supply-chain.

1.8 Requirements for our HSE management system

Tinfos' HSE work shall be based on systematic measures to ensure that the activities of the enterprise are planned, organized, carried out and maintained in accordance with requirements stipulated in or pursuant to HSE legislation.

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1.9 Continuous improvement

Compliance with regulatory requirements and the company's guidelines shall be assessed with the help of internal audits of the entities.

The company shall carry out at least 2 regular safety inspections (Nw.: vernerunder) within one year at our home premises.

In our hydropower plant construction projects safety inspections shall be conducted at least every 2 weeks.

The company shall have clear routines for handling and reporting HSE-related nonconformities and undesirable incidents.

The company shall prepare annual HSE plans with measures, deadlines and defined responsibility for follow-up and implementation.

1.10 HSE risk assessments

HSE factors related to investments, construction projects and activities shall be assessed through risk assessments and plans for follow-up and implementation of necessary measures shall be established.

1.11 Compliance with laws and regulations

The company shall comply with requirements stipulated by law and regulations, including the Working Environment Act (Nw.: Arbeidsmiljøloven), the Internal Control Regulations (Nw.: Internkontrollforskriften), Internal Control in accordance with watercourse legislation (IK vassdrag), the Regulations on safety when working in and operating electrical installations (FSE), the Regulations on electrical supply systems (FEF), the Building Regulations (Nw.: Byggherreforskriften) and the Regulations on safety at watercourse facilities (Nw.: Damsikkerhetsforskriften).

1.12 Documentation

It shall be documented that the company carries out a systematic monitoring and review of HSE work to ensure that it works as intended cf. §5, item 8 of the Internal Control Regulations (Nw.: Forskrift om systematisk helse-, miljø- og sikkerhetsarbeid i virksomheter). This is documented in our annual HSE report.