

# HSEQ Policy

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## GROUP HSEQ POLICY

We shall conduct our business so that Soiltech and our subcontractors meet the clients' requirements, needs and expectations without harm to people or environment.

We shall work towards zero damage to people, equipment and environment.  
We shall ensure that we have the required competence for performing the work.  
We shall continuously improve our performance.

We shall comply with regulatory and other relevant requirements regarding HSE, quality and environment. We shall regularly review the HSEQ objectives.

The Quality Management System (QMS) system is based on the following principles:

### Health

We shall evaluate and mitigate the risks and opportunities of our operations in order to reduce any hazards at the workplace.

We shall monitor occupational health for our employees.

We shall include and consult workers in relevant HSE issues and processes.

### Safety

All employees have the authority to and shall stop work if an unsafe situation occurs.

We shall manage our activities based on international recognized safety standards.

We shall eliminate hazards and reduce HSEQ risks.

We shall focus on the communication and implementation of these standards.

### Environment

We shall protect the environment and minimize the impact of our activities, products and services.

### Quality Management

We shall fulfil our clients' needs and expectations and make commitments we fully understand.

We shall work towards being a preferred partner for our clients, based on good business ethics.

### Social responsibility

Social responsibility for Soiltech AS is an extension of how we carry out our business and we shall:

- Maintain high business standards and personal integrity as detailed in our Ethical Guidelines and Anti Bribery and Corruption Policy.
- Fulfil relevant requirements in the UN Universal Declaration of Human Rights and respect local laws wherever we operate as detailed in our Human Rights policy.
- Maintain our commitment to equal employment opportunities for our employees and encourage diversity.
- Identify and understand the potential social and cultural impact of our operations.
- Monitor our contribution to social and cultural factors in the countries where we operate and respect local human rights and culture.
- Conduct our business in an honourable way and promote free competition in relation to vendors.