

# Health, Safety and Quality Policy

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## 1 Purpose

Soiltech ASA is committed to creating a safe, healthy and inclusive working environment and to delivering high-quality products and services that meet customer requirements and applicable laws and standards. Our people are our most important resource, and through strong focus on health, safety, quality and continuous improvement, we aim to create long-term value for our customers, employees and other stakeholders.

## 2 Scope

This policy applies to all Soiltech employees, management, contractors and activities under our operational control. It also defines our expectations regarding suppliers and business partners working on behalf of Soiltech.

## 3 Health and Safety Commitments

Soiltech shall conduct its business in a manner that safeguards health, safety and the working environment. To achieve this, we commit to:

### 3.1 Compliance and Continuous Improvement

- Comply with applicable health, safety and working environment legislation, regulations and other relevant requirements.
- Maintain and continuously improve a health and safety management system in accordance with ISO 45001.
- Work systematically to prevent work-related injury and ill health.
- Continuously improve health, safety and working environment performance through regular reviews, follow-up and learning.

### 3.2 Risk Management and Safe Operations

- Integrate health, safety and working environment considerations into all activities and decisions.
- Identify hazards, assess risks and implement necessary measures to eliminate hazards or reduce risk.
- Apply recognized standards and best practices for safe operations.

### 3.3 Occupational Health and Well-being

- Promote a healthy and inclusive working environment that supports employee well-being.
- Collaborate closely with the Occupational Health Service (OHS) to support preventive health initiatives.
- Carry out targeted health assessments when relevant and use results from employee surveys to identify improvement areas.

### 3.4 Safety Culture and Employee Involvement

- Maintain a strong safety culture where everyone takes responsibility for their own safety and the safety of others.
- We operate according to zero-harm philosophy
- We operate in accordance with the IOGP Life Saving Rules, which form a fundamental part of our safety culture.
- Ensure that all personnel have both the right and the obligation to stop work if a situation is unsafe or in violation of established requirements.
- Ensure consultation and participation through the Working Environment Committee (AMU), safety representatives (verneombud) and employee representatives.

## 4 Quality Commitments

Soiltech shall conduct its business in a manner that ensures consistent quality and reliable delivery. To achieve this, we commit to:

### 4.1 Customer Focus and Delivery Quality

- Understand customer needs, expectations and contractual requirements.
- Deliver products and services that are fit for purpose, reliable and delivered as agreed.
- Measure and monitor customer satisfaction and use feedback as a driver for improvement.
- Build long-term customer relationships based on trust, performance and transparency.

### 4.2 Compliance and Continuous Improvement

- Comply with applicable laws, regulations, standards and contractual requirements.
- Maintain and continuously improve a quality management system in accordance with ISO 9001.
- Use deviations, non-conformities, audits and lessons learned to improve processes and performance.
- Set quality objectives and monitor performance through defined key performance indicators (KPIs).

### 4.3 Process Management and Risk-Based Thinking

- Manage activities through defined and controlled processes to ensure consistent outcomes.
- Identify, assess and manage risks and opportunities related to quality, delivery and customer satisfaction.
- Ensure changes are planned and implemented in a controlled manner.

### 4.4 Supplier and Partner Quality

- Set clear quality expectations for suppliers and business partners.
- Evaluate and monitor supplier performance to ensure quality, reliability and compliance.
- Work collaboratively with suppliers to improve quality and delivery performance.

## 5 Roles and Responsibilities

- The Board of Directors has overall ownership of health, safety and working environment objectives and expectations.
- Management is responsible for implementing this policy and ensuring adequate resources.
- Managers are responsible for ensuring safe working conditions and following up risks and improvement actions within their areas.
- All employees and contractors are responsible for complying with this policy and contributing to a safe and healthy working environment.