

HSEQ - Programme

2023-2024

**BEEREN
BERG**

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HSEQ -programme Beerenberg Services 2023-2024

Introduction

Beerenberg's HSEQ programme covers a two-year period and describes both the general approach and specific HSEQ priorities for Beerenberg during the period. The programme is revised annually based on ongoing evaluations of HSEQ performance and other issues and needs that arise during this period.

The HSEQ programme applies to the whole company, and the key priorities it sets out must be taken into consideration in all business areas and units.

The HSEQ programme and underlying action plans are designed to help us fulfil our vision "Beyond Expectations".



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Vision, values and social responsibilities



The company's vision and values are at the heart of all our activities and business areas, and provide a pillar for our HSEQ work.

VISION

«Beyond Expectations»

Our vision obliges the group and all its employees to seek solutions that exceed the expectations of the environment.

VALUES

Inclusive, Innovative, Responsible

The company shall be inclusive towards individuals, other companies and society as a whole. An open and accommodating attitude shall prevail throughout the group. The company's ability to be innovative will help safeguard our own future, improve conditions for the local environment and generally help create positive social development. A responsible attitude shall prevail at the company at all levels and in all contexts.

ESG - THE COMPANY'S SOCIAL RESPONSIBILITY

Sustainable value creation and responsible governance

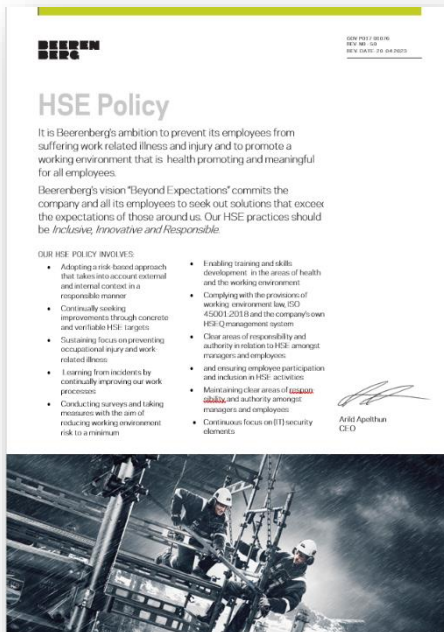
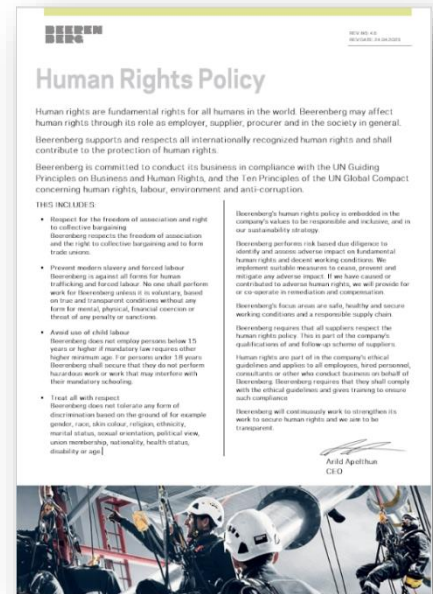
Beerenberg's HSEQ programme shall reflect the company's social responsibilities and its work on the various sustainable development goals that form part of the company's ESG reporting. The programme fully covers areas and initiatives to underpin this, from established policies containing defined targets to priority areas for the next period. Defined activities related to the above are implemented through the company's action plans.

Policies and ambitions

Our ambitions and policies are founded on the company's vision and values. Our HSEQ ambitions are something we must strive towards every single day, and our policies serve as a framework for our goals and activities.

The company's policies are assessed annually during the management review, and any changes are implemented as a result of this review. A training programme has been established, in order to communicate the policies to all employees, to ensure that they are understood and complied with.

The policies can be accessed via the management system and are communicated to other interested parties on the company's website.



Roles, responsibilities and levels of authority

HSEQ in Beerenberg is a clear and undisputable management responsibility. The management must ensure continuous improvement, development and compliance of the management system, as well as verifying that the management system adequately safeguards the company's strategic direction and development.

Employees have a clear responsibility to contribute in accordance with the provisions of the Working Environment Act, and are responsible for compliance with and participation in relation to further development and continuous improvement of disciplines and methods in use.

Roles, responsibilities and levels of authority are defined in organizational charts, job descriptions and authorization matrices. Roles and responsibilities are also defined in the work processes in our management system.

The HSEQ department has been given responsibility for developing and implementing the management system and for ensuring that requirements imposed by standards, legislation and customers are met.

The company's safety delegates and working environment committee (WEC) deal with HSE issues in accordance with the provisions of the Working Environment Act.

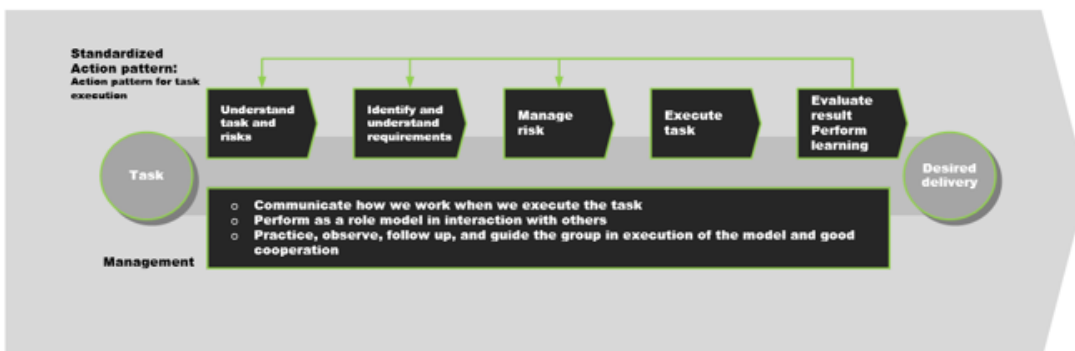
Identifying hazards and risks, controls and barriers

Beerenberg use a Standardized Action pattern as a principle for performing tasks, to achieve the best possible outcomes. The Standardized Action pattern is a model for identifying and managing risk. All planning activities in Beerenberg are conducted in accordance with the principles of the Standardized Action pattern. The model has been incorporated in the procedure for pre-job meetings.

Risk identification and risk management activities are carried out at all stages of the company's value chain.

Methodologies and tools include but are not limited to:

- Strategic and operational risk
- Risk evaluation and risk management of processes
- Safe job analysis
- Standardized Action pattern
- Working environment surveys
- Health monitoring
- "Temperature" surveys



Safety delegate services

The safety delegates (SD) play an important role in Beerenberg, and we want our safety delegates to be competent, clear and committed to HSEQ process.

Procedures and instructions regarding the organization of safety delegates have been established, including a process for election of SDs, associated best practice for employee participation, as well as a handbook for use by safety delegates and management.

Safety delegates are released from their ordinary roles to perform their safety delegate duties as required. HSE- and safety delegate meetings are held regularly and the safety delegates perform inspections in the field to ensure that procedures are complied with.

Knowledge transfer across the company is ensured through regular meetings between the safety delegates and the main safety delegate.

A safety delegate site containing all relevant information is established to ensure efficient knowledge transfer and lessons learned between the operational areas.

HSEQ competence and training

Robust regimes, good job planning and barriers are not enough to prevent injuries and illness. The key issue is compliance, whereby the knowledge and motivation of the individual employee are important factors. Central to Beerenberg's investment in HSEQ is a mandatory HSEQ training package for all employees and hired personnel, basic training in the working environment for safety delegates, WEC members and management and a HSE course for managers with personnel responsibility.

Over the years, Beerenberg has developed several courses on risk identification and preventive activities related to this.

Our systems for knowledge transfer shall also contribute to learning, together with the daily on-the job activities related to performance of work.

HSEQ KPI's and objectives

Our HSEQ objectives are based on identified risks and opportunities, regulatory requirements, relevant standards and customer requirements. The objectives underpin the management system and established HSEQ policies. They are intended to help us fulfil our HSEQ ambitions and ensure continuous improvement and development..

Our objectives are specific, challenging, achievable, measurable, accepted and timely.

At a general level, the objectives are incorporated in an annual HSEQ action plan. The objectives apply to the entire company. When departments and operational areas establish their own objectives and action plans, they must consider the overall plan, and also take into account matters that are relevant for them and/or requirements from customers or other stakeholders.

Priorities and focus areas



The company has selected four investment areas for the period. The focus areas are considered to be important contributors to create added value, and should also help improving HSEQ performance in the short and long term.

Prevent incidents and personal injuries

Ambition: Zero Injuries

Goal: Reduce the number of personal injuries

All incidents can be prevented, and over the years we have seen an improvement in relation to incidents and personal injuries in the company. We strongly believe that the established preventive activities and actions, have a positive effect and contribute to a good HSE level, at the same time this is an area where we must constantly maintain focus and effort.

The company shall further develop and clarify our work within risk management on an overall level. Digital risk registers shall be implemented and communicated in the organisation. We will continue to actively use the "Always Safe" web portal, the "Annual Wheel" and available material for this work. The focus will be on operationalizing the "Life-Saving Rules".

The company has good systems for experience transfer for incidents, but we would like to consider further reinforcement of these processes for increased learning and changed behaviour.

All employees must have a safe and acceptable working environment, we have therefor established methods for mapping and improving the working environment. In addition to other surveys, a mapping tool ("temperature" measurement) is used for on-going monitoring so that the company can identify, initiate and follow up actions in order to provide everyone with a safe and secure working environment

We will continue keeping a high focus on new technology and digitalization, both as part of work performance and for competence building.

Sustainable development and innovation

Ambition: We will work systematically to reduce our impact on the environment in which we operate.

Goal: Reduce emissions

Climate change is one of the biggest challenges of our time, and as a company we want to contribute to a minor environmental footprint by focusing on the environmental impacts that are part of our business areas.

Our main focus will be on acute emissions, reduction of plastic and other packaging, as well as the development of new technology that can help reduce emissions of CO₂ and microplastics.

We will further develop our Sustainability dashboard by including transport of scaffolding materials and application method for surface treatment in relation to reduction of CO₂ and microplastics.

The company has close co-operation with our suppliers and partners to detect and evaluate potential improvements in technology adoption, tools and work-methods. This is to improve safety and quality, and discover new green business potentials.



Competence and participation

Ambition: Worker participation at every step, recognition as the most competent supplier.

Goal: Improved competencies in systems and disciplines and increased participation.

We will continue our focus on strengthening and facilitating the development of our safety delegate services. This work will continue in the current period with a particular focus on systems training and further developing the employee participation log.

Another area we want to maintain focus on is employee participation and competence enhancement. Beerenberg values having competent and committed employees, and encourages constructive and stimulating co-operation between the company and our employees.

Foreman training and operational management training are two of our priorities along with extended skills training for our operational personnel. Extensive knowledge within own discipline and continuous learning, form the basis for good HSE- and quality execution.

An increased knowledge of our management systems will contribute to improved learning and understanding of compliance related to the requirements and guidelines that apply to our company.

Quality at all levels

Ambition: The quality of our services should exceed the customers' expectations.

Goal: Right the first time

Our ambition is that our deliveries exceed customer's expectations. A number of factors come at play here; timely delivery at the right cost, good HSE performance and not least high quality that reflects internal and external requirements and underpin robust deliveries and solutions.

We wish to continue our pursuit related to high quality in work performance. This includes, among other things, performing inspections and verifications, skills development for operational personnel, increased quality of job packages and a strengthened focus on activities that promotes learning across the company. Inspections and verifications in the field will be key contributors to quality improvements in our deliveries, and consequently bring added value for our customers. To boost focus and learning, we are looking to further develop the processes related to execution, follow-up and reporting so that we can identify findings and trends based on performed inspections and verifications.

In this period we wish to strengthen the roles for those who have responsibilities and ownership of our management system, as part of the clarification of requirements and best practice and enhanced learning.

The company's further work with the adoption of new technology is expected to improve quality when selecting pre-treatment methods.

HSEQ action plans 2023-2024

Based on the current HSEQ programme, relevant HSE legislation, requirements in standards and contracts and identified areas for improvement, a general HSEQ action plan for the company has been established.

When departments and operational areas establish objectives and action plans for their units, they must take into consideration the company's HSEQ programme and action plan, in addition to matters that are relevant for them and/or requirements from customers or other stakeholders.

This way, the company as a whole, will focus on a set of common objectives in addition to those specific to the operational area or department in question.

The HSEQ programme and associated action plan is monitored by the working environment committee.