

1 Purpose

This document defines NG Nordic's commitment to Health, Safety, Security, Environment and Quality. It supports our strategic goals, compliance efforts and business requirements for the Integrated Management System in accordance with ISO 45001, 14001 and 9001.

2 Scope

This policy applies to the entire NG Nordic, including subsidiaries that are more than 50% owned, unless otherwise specified. All NG Nordic employees and partners who work for NG Nordic are expected to comply with this policy. Cyber security is not in scope of this policy, but it is covered in IT policy.

3 Policy Statement

Executive leadership endorses this policy and commits to providing the necessary resources, visibility, and support to implement and enforce it across the organization.

3.1 Health, Safety and Security

NG Nordic is committed to treating Health & Safety as key enabler in our strategy. We acknowledge that we operate in an environment which is exposed to high Health & Safety risks. Our assets provide critical services to our customers and in the communities we serve.

- We work to improve safe working methods and conditions and reduce risk for negative health among our employees and partners.
- We focus actively on identifying and reducing the risk of injury and ill health.
- We involve our employees and partners to sustain and improve health & a safe workplace and culture.
- We set security controls proportionate to identified risks and maintain preparedness for potential incidents.
- We never compromise on safety

3.2 Environment

NG Nordic is committed to preventing pollution, protect ecosystems and human health. We have responsible operations and work to actively reduce negative environmental impacts and risks.

- We work actively to protect the environment, including prevention of pollution and damage to nature.
- Environmental permits represent our license to operate. Compliance is a prerequisite for both environmental protection and business continuity.

3.3 Quality

NG Nordic recognizes that quality work and continues improvement are an essential part of business management and customer relationships.

Location and process	NG Group / HSE / Policy	Document category
Last approved date	13/04/2026 (Runa Opdal Kerr)	
Date changed	19/02/2026 (Kenneth Macrae)	

- With industry-leading expertise we provide customer-driven solutions which contribute to the customer's value chain.
- We enhance customer satisfaction by consistently delivering services and products that meet customer, regulatory and other requirements.
- We involve our employees to identify and implement improvement suggestions that can contribute to quality work (processes, products, services, etc.).

3.4 Integrated HSSEQ statements

HSSEQ is an integral part of the NG Nordic's business activities and is taken into account in all our activities.

- We strive for a zero-harm culture, where risks are systematically identified and controlled before incidents occur.
- We are compliant with local statutory, regulatory and contractual obligations in every country we operate.
- We implement preventive and improvement-driven practices and collect feedback from stakeholders to enhance HSSEQ performance and culture.
- We set measurable objectives, monitor performance, and integrate HSSEQ into operational and investment decisions.
- We drive continual improvement of the Integrated Management System.

4 Responsibilities

Group Health, Safety, Security Environment and Quality (HSSEQ) function is responsible for governance processes and management practices for developing, guiding and supporting HSSEQ initiatives at a Group level.

High level responsibilities of organization are described below. More detailed descriptions can also be found in relevant steering documents and role descriptions.

- **NG Nordic's Board of Directors** are accountable for HSSEQ governance at NG Nordic.
- **CEO** ensures governance, allocating sufficient resources and effective policy implementation.
- **Chief Impact Officer** is the owner of this policy. They ensure alignment with NG Nordic's strategy and enforcement across the organization
- **Central HSSEQ function** supports development, implementation and monitoring of HSSEQ governance processes. The unit also has a responsibility to facilitate efficient and effective use of HSSEQ resources through standardization and sharing across NG Nordic.
- **Platform Executive Vice presidents** ensure that appropriate processes and resources are in place to fulfil and monitor HSSEQ and compliance requirements.
- **Platform HSSEQ function resources** are responsible for giving support to line organization such that HSSEQ requirements are fulfilled and that processes are continually improved. They also have a responsibility to ensure that local HSSEQ procedures are updated and implemented.
- **Regional managers / plant managers / managers** are responsible for health, safety and the environment are protected in their area. They must ensure implementation of HSSEQ requirements in their area. Line management must involve relevant operational employees in local HSSEQ evaluations and when planning changes that could affect HSSEQ risks.

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- **Sales teams and other customer-facing employees** are responsible for gathering requirements and feedback from customers and sharing these with the relevant internal functions.
- **Safety representatives / safety committees / occupational health services / other specialists** are responsible for providing support to the organization, sharing information from our operations with the management, monitoring and raising concerns, and to support the formation of safety culture.
- **Employees and contractors** are expected to contribute to continual improvement, follow HSSEQ procedures, report observations, and exercise their **Stop Work Authority** whenever safety is at risk. Employees and contractors that feel uncomfortable reporting directly to their manager can use the anonymous whistleblower mechanism to report HSE observations, both safety and permits.

5 Review cycle

This policy is reviewed on an as-needed basis by the Executive leadership Team (ELT).