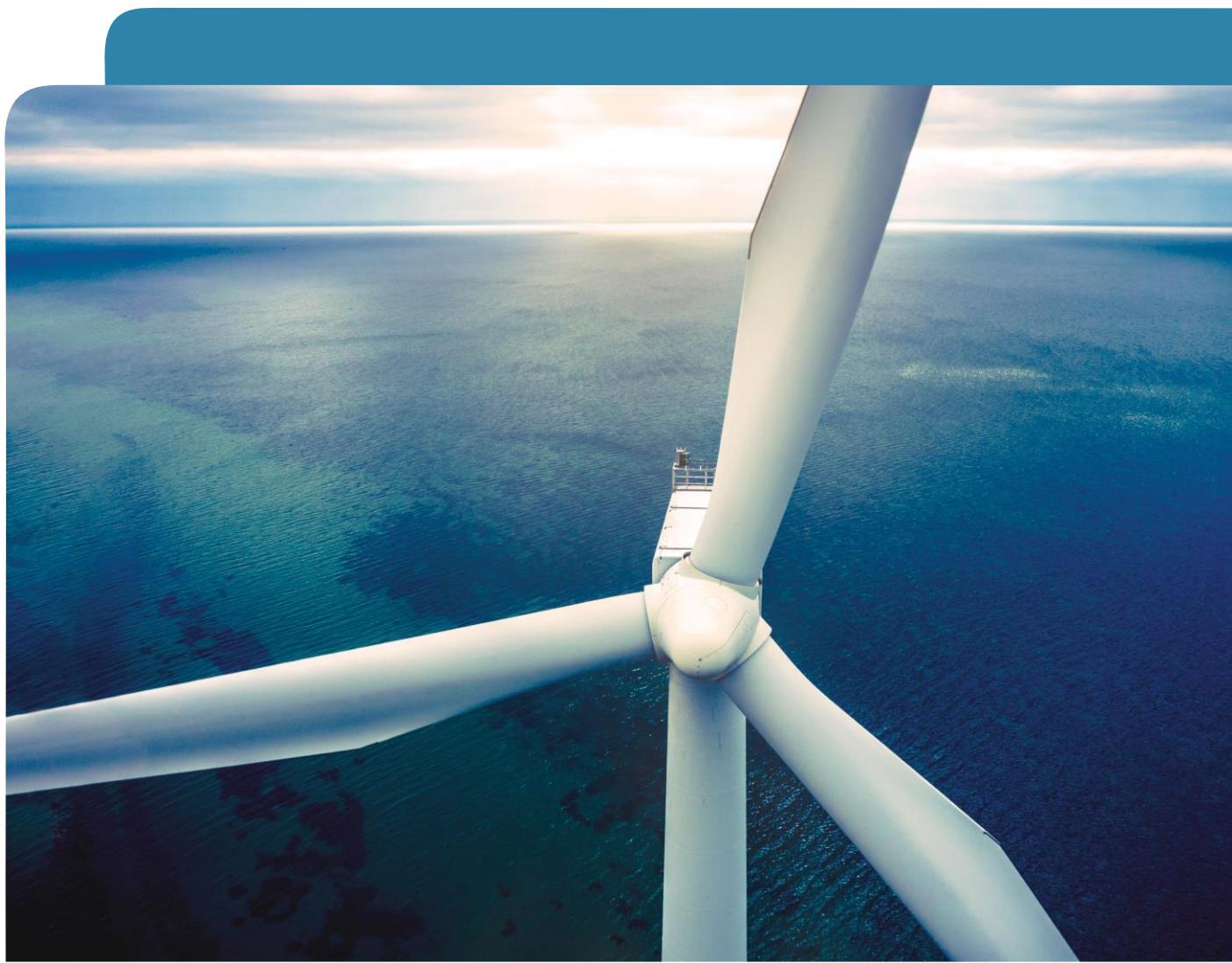


## Policy

# Health, Safety, Environment, and Quality

Version: 1.0

Approved by The Vårgrønn Board of Directors on 28<sup>th</sup> April 2025.



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# Letter from the CEO

As CEO of Vårgrønn, I believe in the importance of excellence in Health, Safety, Environment and Quality. To me, this means striving for zero harm to people and the environment. It also means providing a working environment that allows each of us to thrive. These goals can only be achieved by embedding quality in every aspect of our work, considering risk in every decision, and continuously improving how we work. We can never forget that zero harm today does not guarantee zero harm tomorrow.

I am personally committed to these principles and expect the same from everyone, every single day. Furthermore, I commit to ensuring that we have the resources, processes and tools needed.

DocuSigned by:



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Stephen Bull

CEO Vårgrønn

# Why do we have this policy?

Vårgrønn policies provide concise information and expectations on how we govern our decision-making and operations to ensure we conduct our business in a way that supports an ethical business culture and ensures we comply with all relevant rules and regulations.

Vårgrønn's HSEQ Policy has been developed to support the Vårgrønn Value to "create value for a sustainable future while caring for people and the impact of our activities" and to deliver the ESG Strategy.

# Who needs to follow this policy

Vårgrønn's HSEQ Policy applies to Vårgrønn employees, managers, wholly owned subsidiaries, and all subsidiaries and joint ventures where Vårgrønn has a majority ownership and management control. All legal entities shall comply with this Policy, local laws, and regulations. Vårgrønn expect that any third parties, acting on behalf of us, follow this Policy.

# Roles and Responsibilities

- Chief Executive Officer (CEO) is responsible for ensuring sufficient resources, capacity, and competence are available to implement the HSEQ Policy
- HSEQ Manager is responsible for maintaining and implementing the HSEQ Policy
- Employees are responsible for understanding and adhering to the HSEQ Policy

# Our principles

## Health and Safety

- The health and safety of our employees and contractors is of the highest importance.
- We believe all accidents are preventable and will strive for zero harm to all our employees and contractors working on our behalf.
- All decisions we make shall consider the risk of harm to people.
- We believe a good working environment is a prerequisite for ensuring the health and well-being of our employees and contractors working on our behalf.
- We will work together to create an environment where every employee thrives.

We will comply with all regulations.

## External Environment

- Through renewable energy production, Vårgrønn will work to avoid more greenhouse gas emissions than we cause.
- We are committed to minimising our environmental impact and maximising the positive impacts of our business. Zero harm is our goal.
- All decisions we make shall consider the risk of impact on the environment
- We will work to embed circularity in the value chain.
- We will comply with all regulations and be certified to ISO 14001 (Environmental Management System).

## Quality

- We are committed to having a Management System that describes how we shall work. It will embed compliance, continuous improvement and quality into our daily work, and ensure delivery of our strategies and policies.
- All decisions we make shall consider the risk to the quality of our work.
- We will comply with all regulations and be certified to ISO 9001 (Quality Management System).

# Give feedback and report concerns

Vårgrønn is a company where you are empowered to provide suggestions for improvements, offer constructive feedback and report incidents.

If you witness or have concerns regarding possible breaches of laws or regulations, Vårgrønn policies or guidelines, we encourage you to report this accordingly.

Your feedback and cooperation are an important part of maintaining Vårgrønn's ethical culture.

## Versions and updates

Version	Changes in document	Prepared by	Reviewed by	Approved by	Approved date
1.0	New Document	HSEQ Manager	CEO	BoD	28.04.2025