



Heimdall Power

# Health and Safety Policy

At Heimdall Power, safety is an integral part of everything we do. We are committed to providing a safe and healthy environment for our employees, contractors, visitors, and all stakeholders affected by our activities. Our approach to safety goes beyond compliance - we strive to exceed the highest industry standards and continuously improve our practices to ensure the well-being of everyone involved.

## Our commitments

We commit to:



### Compliance with Legislation

We adhere to all applicable local, national, and international health and safety laws, regulations, and industry standards.



### Proactive Risk Management

We regularly assess and manage risks in our operations, implementing effective measures to eliminate or mitigate hazards.



### Safety Work Environments

We provide workplaces, machinery, tools, and equipment that are safe and free from unmanaged health and safety risks.



### Employee Training and Development

We ensure employees are equipped with the necessary information, training, and supervision to perform their work safely and confidently.



### Open communication

We actively engage and consult with employees, contractors, and customers on health and safety matters, fostering collaboration in managing risks.



### Positive Safety Culture

We promote a culture of safety awareness, accountability, and continuous improvement, empowering everyone to contribute to a safer workplace.



### Hazardous Materials Management

We identify, handle, and store hazardous substances in compliance with best practices and legal requirements.



### Continuous Improvement

We monitor safety performance through regular audits, inspections, and reviews, driving continual improvements in our safety standards.



### Supplier and Contractor Expectations

We collaborate with contractors, suppliers, and partners to adopt and uphold robust health and safety policies and programs.



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## Expectations for Employees and Contractors

We require our employees and contractors to:

- Take reasonable precautions to protect their own health and safety, as well as the that of others.
- Follow Heimdall Power's health and safety policies, procedures and directives.
- Use and wear the required Personal Protective Equipment (PPE) at all times.
- Stop activities that may compromise safety and report concerns promptly.
- Report all incidents, accidents and near-misses immediately, regardless of severity.
- Identify and report hazards in the workplace to help prevent potential harm.

## Our leaders and managers are responsible for:

- Leading by example in health and safety practices.
- Ensuring that all employees and contractors understand and comply with the company's health and safety requirements.
- Providing the resources and support necessary to maintain high safety standards.
- Thoroughly investigating incidents and implementing corrective actions to prevent recurrence.

By prioritizing safety in all aspects of our operations, Heimdall Power demonstrates its unwavering commitment to protecting people and fostering a culture of excellence in health and safety.

**Jørgen Festervoll, CEO, 27.31.2025**  
**HEIMDALL POWER AS**