



## **NOROIL - Quality, Health, Safety, Security and Environment (QHSE) policy**

Health, safety, security and environment policy

NOROIL is committed to continual HSE improvement in its operations through active participation of our employees, contractors and the community.

We shall take all reasonable measures at our disposal to protect the health and safety of its personnel as well as to protect the environment in which it operates.

The Company firmly believes that sound HSE performance is key to ensuring sustainable business and shall thus be considered as integral part in business decision making process.

As its policy objectives, NOROIL shall, as a minimum:

- Observe and comply with all HSE statutory requirements within our area of operations;
- Mitigate the consequences of all types of incidents/accidents having potential harmful effect on personnel, assets and/or the environment;
- Use commonly accepted levels of good oilfield HSE practices;
- Establish transparent HSE performance criteria and communicate those constructively internally and to any relevant and associated parties.
- To achieve the aforementioned defined objectives, NOROIL shall:
  - Develop and maintain an appropriate HSE Management System;
  - Hold all levels of management, staff and contractors accountable for HSE within their areas of responsibility;
  - Develop a positive HSE culture throughout the company through effective communication and training;
  - Conduct HSE reviews and audits in order to identify shortcomings and opportunities for improvement in operations and within the organisation and ensure compliance with national, local, international and corporate standards, laws and regulations;
  - Ensure that contractors demonstrate full compliance with this policy;
  - Develop and implement a Risk Assessment-based approach in conducting business operations.
- In addition, NOROIL shall:
  - Establish good relations with local communities based on constructive mutual dialogue with regulators, community representatives, local authorities as well as other concerned parties on HSE and security matters of common interest;
  - Ensure optimal security standards are maintained to protect personnel, company assets and information;
- This policy shall be reviewed periodically by the management to ensure continual improvement.

Bergen, 10<sup>th</sup> September 2019

Tor Kragh Fosse  
CEO

