



HSEQ POLICY

Axess Group delivers world-class integrity solutions by enabling organisations to improve the sustainability of their business. Our mission is to be the preferred strategic partner for maximising production uptime and to ensure zero harm for our clients.

Axess’ main HSE goal is zero harm:

- No personal injuries
- No occupational illnesses
- No harmful or unintended spills to the environment
- No damage to material assets or financial losses
- No harm to reputation

Axess’ main quality goal is client satisfaction:

Axess will contribute to environmental protection and ensure the health and safety of our personnel, by constantly seeking new and safe ways for executing operations and promoting responsible planning and job management. Axess will continuously improve and participate in defining the standard for HSE and quality in our industry.

Axess will achieve our goals by investing in our people and fostering high-performance employees in compliance with our values and identity.

Axess always has an overview of the context and our stakeholders that are relevant to our activity. Actions in this context have been identified and distributed to relevant process owners. Our HSEQ Policy is always available to these stakeholders.

Axess shall comply with applicable legislative requirements.

Health

Axess cares about the health and well-being of our employees. We aim to create a healthy work environment, both physically and mentally, promote work-life balance and respond to the individual needs of our employees. Passion for outdoor activities is deeply embedded in our company culture.

Safety

Axess is committed to making safety our absolute priority. We will continuously work on strengthening our safety culture while having a strong focus on management’s commitment to lead by example. We believe that work-related incidents can be prevented by approaching work proactively, holding each employee accountable for everyone’s safety, and sharing knowledge and inspiring each other to find safer work practices. We will engage with our employees to encourage communication and participation in safety matters.

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Security

Axess shall protect its personnel, assets, and business from potential security risks, including cybersecurity threats. Security is an integral part of line management responsibility, and the protection of employees must be the overriding priority of all business activity.

Our employees, consultants, and contractors shall be aware of their personal responsibilities concerning security matters and shall comply with the law in all countries where Axess operates and conducts business, as indicated in the Axess Code of Conduct.

Environment & Climate

Axess is a global company with a significant focus on reducing its environmental footprint. As we follow our clients worldwide, we have created policy initiatives that affirm our commitment to reducing carbon emissions from our own and their operations. We aim to work responsibly to protect the environments we operate in and strive for the most sustainable solutions.

We believe that having a low carbon footprint gives us a competitive advantage in attracting business opportunities as the industry transitions to a lower-emission economy. Axess acknowledges the Intergovernmental Panel on Climate Change’s (IPCC’s) scientific consensus on the influence human activities have on inducing climate change. Therefore, we aim to play an active role in the global energy transformation by continuously turning natural resources into energy for the society.

Our strategy focuses on two main areas: building a significant industrial position in renewable energy and low-carbon solutions, and incorporating climate risk and performance into our decision-making process.

Our Climate Roadmap explains how we plan to achieve our goals and how we will develop our business, in support of the ambitions set out in the Paris Climate Agreement.

Quality

We are dedicated to delivering high-quality and reliable solutions to consistently meet our clients’ expectations. At Axess, we continuously focus on improving our quality performance, reducing the cost of poor quality and potential project risks, and increasing the number of improvements. Through these actions, we strengthen our client satisfaction.

Axess promotes a culture that perpetually improves our HSEQ performance and HSEQ management system. We have set ambitious goals and objectives to progressively achieve an HSEQ performance that instills pride and adds value for us and all our stakeholders.

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The CEO has the overall responsibility for the effective implementation of the quality management system throughout the organisation. Quality management is based on each department's and each employee's awareness of their responsibility for the work they perform.

The HSEQ Director is the nominated resource person responsible for:

- Ensuring that the HSEQ system conforms to the requirements of relevant standards.
- Reporting the performance of the HSEQ system and opportunities for improvement to the top management of Axess Group.
- Ensuring that the integrity of the HSEQ system is maintained when changes to the system are planned and implemented.



Lasse Iversen
CEO, Axess Group

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