

Policies, standards & objectives • Policies

## QHSE policy

**Allton commits to make organizational development and people development a strategic tool. Our continuous efforts to comply with regulations and improve our QHSE performance is a strategic vehicle to attract and develop talent and partners to deliver superior value to our clients and shareholders.**

### **We are committed to:**

- Have zero injuries to people and the lowest absenteeism rate in our industry.
- Minimize environmental impact from our operations and make our services vital in reducing the oil and gas company's environmental footprint and advance their legitimacy.
- Comply with all relevant regulatory and client requirements.
- To meet or exceed our clients' expectations for our quality and timeliness of deliverables.
- Make systematic risk management a tool to safeguard our QHSE performance and the delivered value to our clients and shareholders.
- Engage our workforce and/or their representatives through consultation and participation in all relevant activities.

Line managers are responsible for leading by example in all aspects of Quality, Health, Safety, Security and Environmental (QHSE) matters.

All employees, our partners and suppliers are required to take personal responsibility for their own safety by focusing on own behavior and encourage those around them to perform work in a safe manner. It is everyone's right and duty to intervene, report or if deemed necessary, to stop unsafe acts or work performed under unsafe conditions.

### **To achieve this, our employees and partners are expected to:**

- Ensure fair interactions with all stakeholders and adhere to our ethical standards.
- Develop written procedures for high-risk areas or critical conditions and ensure implementation of safe work practices and procedures.
- Ensure that all employees have the required and relevant competence to perform their work safely.
- Ensure employees and contractors understand that working safely is a condition of employment.
- Ensure that lessons learned are shared with relevant stakeholders.
- Reuse equipment and components where possible and support local circular waste management initiatives.
- Integrate this policy into all aspects of our business operation and decision making.

Oslo 19.05.2025

  
Nils Haugestad  
CEO

---

No references