

Owner: SHEQ

Safety, Health, Environmental and Quality (SHEQ) Policy Statement

Norse Group is committed to ensuring the safety, health and wellbeing of all of its employees and others who may be affected by its business activities. An effective management system is in place to control risk, process and the impact our business has on the environment. The Chief Officers Group (COG) is committed to the management system and adherence to all legislation.

Group accepts the importance of a well-defined and tangible SHEQ Policy that works to prevent injury, pollution and ill health, and which results in improved staff welfare and job satisfaction by improving the work environment. This will support the delivery of efficiencies and of providing an excellent and unrivalled service to our clients.

In order to achieve compliance to this policy, Group has developed and is implementing an Integrated Management System (IMS) which satisfies the requirements of ISO 9001:2015, ISO14001:2015 and ISO 45001:2018.

While Group will set objectives and targets which are then cascaded throughout the organisation, the COG holds responsibility for performance, development and continual improvement. All Norse Group employees have a shared responsibility to:

- Provide the highest level of customer satisfaction
- Promote a positive SHEQ culture
- Ensure the health and safety of all employees, subcontractors, customers and members of the public including the establishment of emergency procedures
- Prevent incidents, accidents, injury and ill health
- Care for and protect the environment and reduce the risk of pollution
- Continually improve the performance and effectiveness of the Integrated Management System
- Comply with legal and other requirements
- Group will set Objectives and Targets and cascade through to the organisation

To meet its safety, health and wellbeing commitments, Norse Group will:

- Ensure that the SHEQ Policy is understood and followed within the Group and it is available for scrutiny
- Hold management and staff accountable for SHEQ responsibilities and performance
- Provide sufficient resources and support in order to maintain and improve performance
- Ensure that standards and procedures are clearly defined, regularly checked and updated
- Ensure all employees understand their collective responsibility for maintaining a safe healthy and environmentally conscious working environment for themselves and others, at all times
- Ensure that all employees are given the right information, instruction, supervision and training
- Consult and communicate with its employees through regular meetings and participation
- Investigate accidents and incidents and share findings in order to prevent reoccurrence
- Periodically review the effectiveness and suitability of this policy and ensure any necessary changes are communicated



Dean Wetteland
Group Chief Executive Officer

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