



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

Norse Group (Norse) is committed to ensuring the safety, health, and wellbeing of all 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 Senior Management Team (SMT) is committed to the management system and adherence to all legislation.

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

The Senior Management Team (SMT) holds ultimate responsibility for performance, development, and continual improvement.

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

- Ensure that the SHEQ Policy is understood and followed within Norse and available for scrutiny
- Periodically review the effectiveness and suitability of this policy and ensure any necessary changes are communicated
- Set objectives and targets and cascade them through the organisation
- Ensure the appropriate resources to safeguard all our people, interested parties and the environment
- Hold management and staff accountable for their 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

- Consult and communicate with its employees through regular meetings and participation
- Investigate accidents and incidents and share findings in order to prevent recurrence
- Commitment to protecting the environment, including the prevention of pollution
- Maintain customer focus and ensure satisfaction, by consistently delivering the best service possible

All Norse employees have a shared responsibility to:

- Protect the environment, including the prevention of pollution
- Ensure that all employees are given the right information, instruction, supervision, and training
- Ensure all employees understand their collective responsibility for maintaining a safe, healthy and environmentally conscious working environment for themselves and others, at all times
- Maintain customer focus and ensure satisfaction, by consistently delivering the best service possible
- Promote a positive culture, keeping people and the environment free from harm complying with legal and other requirements
- Ensure the health and safety of all employees, subcontractors, customers, and members of the public including the establishment of emergency procedures and prevent incidents, accidents, injury, and ill health
- Continually contribute to improving the performance and effectiveness of the Integrated Management System

Justin Galliford
Norse Group CEO
Next review 31 st July 2027

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