



Health, Safety, and Environment (HSE) Policy & Targets

Company: RAM SVEIS OG BEMANNING

1. Purpose

At RAM SVEIS OG BEMANNING, we are committed to maintaining a safe, healthy, and environmentally responsible workplace. This policy outlines our objectives and key performance indicators (KPIs) to ensure compliance with all relevant health, environment, and safety regulations, and to foster a culture of continuous improvement.

2. Scope

This policy applies to all employees, contractors, and visitors at all RAM SVEIS OG BEMANNING sites and operations.

3. Objectives

- **Health:** Promote a workplace that prioritizes employee well-being, reduces health risks, and enhances overall health and wellness.
- **Environment:** Minimize environmental impact through sustainable practices and compliance with environmental regulations.
- **Safety:** Prevent workplace accidents and incidents by ensuring all operations are carried out safely, with zero harm to employees and stakeholders.

4. Key Performance Indicators (KPIs)

Health KPIs

- **Employee Wellness Program Participation Rate:** Target participation rate of 85% in company-sponsored wellness programs.
- **Health Risk Assessments:** Conduct annual health risk assessments for 100% of employees.
- **Absenteeism Rate:** Maintain an absenteeism rate below 3%.



Environment KPIs

- **Waste Reduction:** Achieve a 20% reduction in waste generated compared to the previous year.
- **Energy Consumption:** Reduce energy consumption by 10% annually through efficiency initiatives.
- **Compliance Rate:** 100% compliance with environmental laws, regulations, and internal policies.
- **Recycling Rate:** Increase recycling rate to 75% of total waste by the end of the fiscal year.

Safety KPIs

- **Total Recordable Incident Rate (TRIR):** Maintain a TRIR below 1.0.
- **Lost Time Injury Frequency Rate (LTIFR):** Achieve an LTIFR of zero.
- **Safety Training Completion Rate:** Ensure 100% of employees complete mandatory safety training annually.
- **Near Miss Reporting:** Increase near-miss reporting by 15% to proactively identify potential hazards.

5. Responsibilities

- **Management:** Establish and communicate clear HSE goals and ensure resources are allocated to meet these objectives.
- **Employees:** Comply with all HSE policies, attend required training, and actively participate in health and safety initiatives.
- **HSE Team:** Monitor, report, and review KPIs, and recommend improvements to HSE practices.

6. Continuous Improvement

RAM SVEIS OG BEMANNING is committed to continuously improving our HSE performance through regular review of our policies, practices, and KPIs. Feedback from employees and stakeholders is encouraged to enhance our efforts.

7. Review and Update

This policy will be reviewed annually and updated as necessary to reflect changes in legislation, industry standards, or company objectives.

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8. Contact Information

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By adhering to this HSE Policy, RAM SVEIS OG BEMANNING reaffirms its commitment to fostering a safe, healthy, and environmentally sustainable workplace, ensuring compliance with all relevant regulations and promoting a culture of continuous improvement.

Aproved by CEO *Olteanu Radu*

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