



KONGSBERG

Kongsberg Maritime

Health Safety and Environment Policy

Our Vision Zero aims to protect people, the environment and promote high standards of physical and mental health and well-being. We are committed to providing a safe, healthy, and environmentally sustainable business. Our positive HS&E culture reflects our determination to be known as a high reliability organisation.

We drive a collaborative organisation with the highest standards of behaviour, visible leadership, active engagement and consultation with employees and open communication with stakeholders at all levels. Continuous improvement of our occupational health, safety, and environment (HS&E) management and performance is integral to the way we work.

We influence HS&E performance through our products, services, and business activities. Through the innovative application of technology and the dedication of our people, we develop products and services that enable our clients to operate sustainably and reduce their impact on the environment.

We will take personal and collective responsibility, along with our suppliers, contractors, and other business partners, to achieve our vision and goals through:

- **Visible Leadership** taking accountability to integrate HS&E into our business decision making processes and create an environment which supports employee well-being;
- **Commitment** to demonstrate high standards of HS&E in all our business activities and to encourage open and transparent reporting of HS&E matters;
- **Risk-based proactive approach** to set our targets, goals and prioritise actions to eliminate or reduce our HS&E risk profile;
- **Sustainable Environment:** prevent or minimise adverse environmental impact from our products, services and activities. Promote the sustainable use of resources and reduce energy consumption;
- **Compliance:** we are committed to meet our high standards to ensure compliance with legal and other requirements and drive towards industry best practice;
- **Stop Work Authority:** all employees and contractors have a right and a duty to stop work and to seek support and advice if they have a safety concern or otherwise have a concern for a potential negative impact on health or the environment;
- **Ethical & Sustainable Business:** we believe that high standards of HS&E performance are fundamental to conduct ethical and sustainable business with our customers, delivering value for our shareholders and supporting the communities in which we work, and which operate our products.

Kongsberg, 2022-11-01

Lisa Edvardsen Haugan

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President

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