

## Health and Safety Policy

***Health and safety is a key priority for Multiconsult Group, whether it involves our employees, clients, partners, or the communities in which our companies operate. Our aim is to have an accident-free workplace and a good working environment. We are committed to continuous improvement in health and safety performance throughout our operations.***

### We are committed to

- Put safety first and provide a safe and healthy working environment. We will not compromise the health and safety of any individual whether it is internally or in our role as consultant.
- Provide necessary training and resources to ensure optimal safe performance of day-to-day activities.
- Build HSE culture through visible leadership and the involvement of employees at all levels.
- Complying with all relevant laws, regulations, and industry standards related to health and safety.

### How we work

- We develop, implement and monitor health and safety procedures appropriate to our business activities.
- We identify and manage hazards and risks associated with our activities and put in place appropriate mitigating measures.
- We have channels of communication which encourage employees to contribute to improvements in health and safety performance.
- As improvements prevent recurrence, we make sure that work-related incidents and near misses are reported, investigated, analysed, and lessons learned are communicated.
- We provide sufficient information, advice, training and supervision to ensure that our employees and those working on behalf of Multiconsult are fully aware of their responsibilities and are competent to undertake their activities.



*Grethe Bergly*

Grethe Bergly  
Chief Executive Officer (CEO)  
of Multiconsult group