

## HSEQ Policy

We are committed to be recognised as a leading organisation for Health, Safety, Environment and Quality (HSEQ) management.

We are committed to the protection of personnel, the environment, and equipment. In fulfilling this, we will establish and maintain a safe and healthy work environment.

We are committed to conduct our work in compliance with regulatory laws, rules and regulations, and industry standards.

We are committed to eliminate hazards and reduce risks through the use of systematic risk assessments as an integrated part of our work.

Our aim is always:

- Meeting or exceeding our stakeholders' requirements and expectations
- Zero injuries
- Zero environmental incidents
- Zero defects
- On time delivery
- Continuous improvement

We achieve these goals by conducting our work in compliance with our management system, and through consultation with and participation of our employees.

This policy is in effect for Fred. Olsen Renewables AS with its subsidiary companies.

We expect all our subcontractors and suppliers to adhere to our HSEQ Policy.

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Sofie Olsen Jebsen  
Chief Executive Officer  
Fred. Olsen Renewables