

HSE Policy

- Zero injuries, our overall goal!
- HSE is the most important internal work area
- HSE is a line responsibility throughout the organisation
- Risk must be managed to prevent losses and create value
- We shall comply with applicable laws and regulations
- We must follow current instructions and use the correct protective equipment for the job
- No operation has priority over safety
- Everyone is responsible for their own safety and that of others, and has the authority to stop dangerous work
- We must create trust among our customers as well as safety and well-being among our employees
- Our working environment must be health-promoting and prevent injury and illness
- We must involve our employees
- We must ensure that incidents are reported and handled with a focus on learning, and not blame
- We must prevent pollution and reduce negative environmental impact
- We must reduce the amount of waste and optimize our use of resources
- We shall secure our own and our stakeholders' values, areas and information, and manage security risks for personnel and assets

Together with our employees, customers and suppliers, we must continuously improve our practices and routines within HSE and environmental management.

We believe that such commitment will result in savings for our customers and new business opportunities for IKM.

Ståle Kyllingstad, CEO
Sola, 07. April 2026