

NORD WELDING & ENGINEERING AS (NWE) provides advanced engineering, technical inspection services, and training & examination services to various industries, particularly in the oil & gas, energy, and other industrial sectors. **NWE** is committed to operating in a manner that effectively mitigates risks to health, safety, and the environment (HSE). Our goal is to cultivate a workplace where individuals are safeguarded from harm, equipment remains intact, and environmental impact is minimized, with a dedicated focus on pollution prevention. Every individual associated with **NWE**, whether employed directly or working on our behalf, carries the responsibility of ensuring full compliance with the requirements outlined in this policy across all aspects of our operations.

To achieve this, we will:

- Consistently meet all compliance obligations, encompassing legal requirements and internal **NWE** protocols.
- Establish HSE objectives and monitor key performance indicators (KPIs) to drive continual improvement.
- Provide visible and effective HSE leadership, ensuring clear accountability for HSE risk management among both staff and subcontractors.
- Safeguard safe and healthy working conditions to prevent work-related injuries and illnesses.
- Promote awareness of HSE responsibilities among all employees and subcontractors, ensuring they possess the necessary HSE competencies and behaviors.
- Deliver training to develop HSE competence and organizational capacity within our workforce.
- Diligently strive to eliminate hazards and mitigate HSE risks.
- Identify critical HSE equipment and ensure proper design, installation, testing, operation, and maintenance.
- Foster engagement and consultation with staff to facilitate the ongoing enhancement of our HSE management system and controls, leveraging insights from HSE observations, incidents, performance evaluations, and periodic audits.
- Introducing HSE representatives and fostering transparent and effective communication on HSE matters, valuing the perspectives of all stakeholders.
- Minimizing environmental impacts and pursuing sustainable environmental initiatives.

At **NWE**, we are committed to embracing accountability for safety and sustainability as fundamental principles. Each individual within **NWE** or operating on our behalf possesses the authority to "Stop" any activity deemed unsafe. We commend and acknowledge those who prioritize HSE and take action to uphold this paramount commitment.

This Policy has been communicated to all employees and stakeholders and is publicly available on the **NWE** website. Additionally, the organization's policy is periodically reviewed in Management Review Meetings to ensure alignment with organizational goals and to incorporate necessary revisions to enhance effectiveness.

Saeed Ebrahimi
Managing Director

