

HSEQ Policy

Inwinds HSEQ vision is an accident-free workplace, every day and everywhere.

This means:

- No injuries to personnel
- No damages to equipment or assets
- No damage to the environment
- An incident-free workplace
- Quality in all products and services

To achieve this, the following key focus areas have been identified:

- Top management involvement in HSEQ issues
- Continuous use and improvement of the HSEQ management system
- Strong culture for incident reporting
- Immediate response to unsatisfactory conditions

General principles

Everyone working for Inwind has the obligation to comply with and actively support the company policies. Management has a special duty to set good examples and show commitment at all times. Inwind is committed in providing a workplace that ensure workers safety, health and security, where the environment is not harmed and assets are not damaged. Everyone present at an Inwind worksite, whether an employee, client, visitor or supplier, shall comply with Inwind's HSEQ standards. The Inwind HSEQ management system is based on international standards and promotes continual improvement. These standards include:

- ISO 9001
- ISO 14001
- OHSAS 18001

Day to day management of HSEQ is a line management responsibility, supported by HSEQ professionals. The following principles provide the foundation on which the Inwind HSEQ policies have been built.

Inwind employees:

- work according to applicable laws, codes and regulations
- comply with internal procedures, rules and instructions
- are competent and provided with appropriate training for the job they perform
- are provided with instructions and supervision
- utilize key tools such as proper planning, assessment of risk and management of change
- understand the importance of incident reporting
- stop the job if it does not feel right



Kjartan Melberg, CEO

03.03.11
Date