

List of Signatures

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12_2026-06-17 HSE Policy.pdf

Name	Method	Signed at
Solvang, Yngve	BANKID	2026-06-29 08:34 GMT+02



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Health, Safety and Environmental - Policy

Oslofjord Varme AS is committed to protecting people, minimising environmental impact, and ensuring responsible, lawful operations. Sustainability is integrated into our daily decisions, aligned with our Net Zero Roadmap and ESG goals.

Governance

The Board holds overall responsibility for this policy, while the CEO ensures its implementation. The board, all employees and suppliers must follow our Code of Conduct and ethical standards.

Health and Safety

We ensure safe and healthy working conditions in compliance with the requirements of the Working Environment Act. A dedicated HSE reporting system is in place to document and mitigate incidents. All contractors and suppliers are expected to meet the same high standards.

Environmental Responsibility

Being certified to ISO 14001 and ISO 9001, we are committed to minimising our environmental impact by integrating environmental considerations into all aspects of our operations. We continuously work to improve our environmental performance through reviews when necessary and targeted measures across our value chain.

Social Responsibility

We respect fundamental human rights and decent working conditions across our operations and supply chain in accordance with the Transparency Act. Suppliers must comply with labour laws, anti-corruption rules, and non-discrimination policies.

Continuous Improvement

We assess the company risks quarterly and review our measures when necessary to ensure ongoing improvement and compliance with internal and external developments.

Yngve Solvang (CEO)

