

Document: Health & Safety Policy	Document number: Appendix 25
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HEALTH & SAFETY POLICY

The purpose of this policy is to ensure that all Nicoverken employees, as well as contractors engaged by Nicoverken, are able to perform their work in a safe and healthy environment. This policy applies to all employees of Nicoverken and to all personnel or organizations contracted by Nicoverken to carry out work on its behalf.

It is the policy of Nicoverken that the health & safety of its employees and contractors are of primary importance. Nicoverken is therefore committed to creating and maintaining a safe working environment, controlling risks, and complying with all relevant legal and Nicoverken specific requirements. In line with this responsibility, Nicoverken sets out the following principles:

Safety Objectives

- Zero accidents, zero incidents and minimizing environmental pollution.
- Promoting health and safety measures as an integral part of the duties of management and employees, through the Safety Management System.
- Encouraging both employees and contract staff involvement in the improvement of safety performances and requiring them to act responsibly in preventing injury to themselves or others and loss or damage to property. Individual responsibility for safety cannot be delegated.

Legislative and Policy Requirements

- Complying with all applicable Laws and Regulations pertaining to the occupational health and safety of personnel.
- Following industry guidelines as well as ensuring that equipment in use complies with the latest applicable standards.

Training and Competence

- Maintaining systems to select and train key employees in core areas of the business and to assess and audit them at regular intervals.

Contractors Safety Management

- Selecting and engaging contractors whose arrangements and provisions for safety are acceptable to both the Nicoverken and the customer.

Prevention of Incidents

- Monitoring work completed and developing tools in order to be pro-active towards the prevention of incidents.
- Monitoring employee's welfare and aspirations such that commitment and awareness form part of the 'culture of work'.

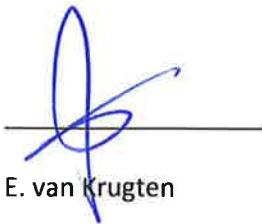


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Monitoring and Auditing

- Seeking continuous improvement in safety performance through a structured system of risk based monitoring and auditing.
- Assessing strengths and weaknesses within the Nicoverken systems and organisation such that suitable training and / or research shall be planned.

Signed:



Director:

E. van Krugten

Date:

01-12-2025

