

Quality, Health, Safety and Environmental Policy

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Contents

1	Purpose.....	3
2	Scope	3
3	Roles and Responsibilities	3
4	Policy Commitments.....	4
4.1	Quality and Customer Commitment.....	4
4.2	Health, Safety and Environment.....	4
4.3	Risk Management and Continuous Improvement.....	4
4.4	Employee Awareness and Participation	4
4.5	Compliance and Governance	5
4.6	Energy Management.....	5
5	Related Documents	5
6	Revision History	5
7	Approval	6

1 Purpose

This policy defines the company's commitment to quality, health, safety, environmental responsibility, operational excellence, and continuous improvement.

The company is committed to maintaining safe, sustainable, and high-quality operations while meeting customer expectations, legal obligations, and applicable industry standards.

2 Scope

This policy applies to:

- all employees
- contractors
- suppliers and third parties where applicable
- operational activities
- customer-related services
- company-managed environments and systems

3 Roles and Responsibilities

Role	Responsibility
Management	Ensure implementation, review, and continual improvement of the management system, policies, objectives, and governance activities.
Employees and Contractors	Follow company policies and procedures, report concerns, incidents, hazards, and opportunities for improvement, and contribute to a safe and ethical working environment.
Suppliers and Business Partners	Comply with applicable contractual, legal, ethical, and governance requirements when conducting business with Option AS.

4 Policy Commitments

4.1 Quality and Customer Commitment

The company shall:

- deliver safe, reliable, and high-quality services
- continuously improve operational performance
- maintain effective quality and governance processes
- work to meet or exceed customer expectations
- identify and reduce operational inefficiencies

4.2 Health, Safety and Environment

The company shall:

- maintain a safe and healthy working environment
- actively identify and reduce health, safety, and environmental risks
- support employee wellbeing and workplace safety
- promote a culture of shared responsibility and accountability
- work toward minimizing environmental impact from operations and services

4.3 Risk Management and Continuous Improvement

The company shall:

- identify, assess and manage operational risks
- implement corrective actions where necessary
- monitor performance and improvement opportunities
- use incidents, audits and reviews to drive improvement
- maintain a culture of continual improvement

4.4 Employee Awareness and Participation

Employees are expected to:

- report incidents, unsafe conditions, and operational deviations
- participate in relevant training and awareness activities
- follow established procedures and company policies
- contribute to continuous improvement initiatives where applicable

The company shall provide relevant information, guidance, and resources necessary to support safe and effective operations.

4.5 Compliance and Governance

The company shall:

- comply with applicable legal, regulatory, and contractual requirements
- maintain governance processes aligned with relevant standards and operational requirements
- periodically review this policy and associated governance procedures
- ensure responsibilities and ownership are clearly defined

4.6 Energy Management

Option AS is committed to promoting responsible energy use and considering energy efficiency when planning operations, procuring equipment, and delivering services. The company shall seek opportunities to improve energy performance and support sustainable business practices.

5 Related Documents

Document	Description
POL-002 Human Rights Policy	Human rights and fair labour practices
POL-003 Code of Conduct	Ethical and professional conduct
POL-005 Whistleblowing Policy	Reporting concerns and misconduct
PROC-004 Risk Management	Risk identification and treatment
REG-014 Compliance Register	Monitoring legal and regulatory requirements
REG-016 KPI Register	Monitoring objectives and performance

6 Revision History

Version	Date	Reason for Change	Author	Approver
V1.0	17-05-2026	Modernized policy structure and operational alignment	Ryan Forster	CEO

7 Approval

Name	Role	Date
Jørgen Nytrø	CEO	16-06-2026