

Version no.:4	Approved by: Kjetil Vikingstad
Doc.id: 1781	Date approved: 30.11.2019 06:14
Doc.number: D 4.3.1-01	Responsible: Kristin Fossum



GEMINOR

Health, Safety and Working Environment policy

Good health and a safe working environment is considered a priority within Geminor, and all levels of the Geminor Group are encouraged to embrace a culture of continuous improvement.

Commitments

Health and Safety is prioritised by the Management team focussing on the following items:

- Geminor operates to the requirements of the ISO 45001:2018 standard and our management system is continuously reviewed.
- In Geminor we consider high creativity and optimum performance a result of healthy and motivated employees. All employees are required to record accidents, incidents and near-misses within the management system, with the necessary corrective action, thereby ensuring a culture of continuous improvement
- Geminor will comply with all Health & Safety legislation and regulations in the operation of our business and we will ensure all employees and customers have received the required training to carry out their roles safely and competently.
- We will ensure risk assessments are undertaken, and operational procedures are implemented and followed by all employees and customers to ensure risks are controlled and minimised.
- The framework for objective setting will be driven by corrective actions, improvements and considerations from all Geminor employees via consultative team and site meetings, Country Manager meetings and ongoing proactive use of the electronic management system. Participation of all employees is key to our successful and safe working environment.

Responsibilities

The working environment in Geminor is characterised by transparent and open communication between the Management and all employees. Each employee has a responsibility to ensure that the required standards are achieved with regards to health, safety and their working environment. The Directors of the Company are supportive of our aims and commitments in delivering this Health, Safety and Working Environment Policy.

Ralf Schopwinkel
Chief Operating Officer
Date

Kjetil Vikingstad
Chief Executive Officer
Date

5/12-2019

