

# Policy and Guidelines for Anda-Olsen AS

Anda-Olsen AS delivers uninterrupted power supply solutions that secure critical installations. We develop sustainable solutions that protect assets, people, and the environment. This policy defines the company's direction and our commitments related to quality, environmental performance, and occupational health and safety, as well as our responsibilities toward customers, employees, owners, suppliers, authorities, and other relevant stakeholders.

We are committed to:

- Delivering high-quality and reliable products and services
- Complying with applicable laws, regulations, customer requirements, and relevant standards
- Working systematically and risk-based with a focus on continuous improvement
- Strengthening the competence, responsibility, and engagement of our employees
- Preventing undesirable events and reducing risk
- Communicating openly and ensuring employee involvement

## Quality Policy

We aim to be a reliable partner for our customers through robust processes, strong competence, and advanced technology. Our deliveries shall be safe, reliable, and compliant with requirements and expectations.

To ensure quality, we will:

- Maintain high quality throughout the entire value chain
- Use nonconformities and learning actively to drive improvement
- Cooperate closely with suppliers to ensure quality and availability
- Strengthen customer satisfaction through effective communication and follow-up

## Environmental Policy

We will reduce our environmental footprint and contribute to sustainable solutions for our customers.

To reduce our environmental impact, we will:

- Identify and reduce environmental aspects with significant impact

- Use resources efficiently and minimize waste, emissions, and energy consumption
- Select suppliers and technologies with documented environmental benefits
- Develop solutions that help customers reduce their energy consumption

## **Occupational Health and Safety Policy**

We ensure a safe, inclusive, and health-promoting working environment based on respect, openness, and employee participation. We safeguard employees' rights and ensure decent working conditions within our own operations.

To safeguard the working environment and ensure decent working conditions, we:

- Prevent injuries, accidents, and work-related health issues through systematic health and safety management.
- Eliminate hazards and reduce risk in daily work.
- Ensure equal rights, equality, and prevent discrimination.
- Ensure safe and decent working conditions and predictable frameworks for employees.
- Ensure training, competence development, and clear roles and responsibilities.
- Involve employees in decisions affecting their working conditions.
- Maintain zero tolerance for harassment and unethical conduct.
- Maintain established routines for reporting unacceptable conditions, with protection against retaliation.
- Ensure clear organisational responsibility for the follow-up of employees' rights and working conditions.

This policy is available to all employees, customers, and other stakeholders. It forms the basis for objectives, procedures, and continuous improvement activities at Anda-Olsen AS. Management is responsible for implementation and compliance.

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Jon Kjærstad – Chief Executive Officer (CEO)