

Northern Energy & Supply

Health & Safety Policy




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Purpose

Northern Energy & Supply (N-E-S) is committed to providing a safe, healthy and supportive working environment and to promoting the wellbeing of all employees.

Occupational health and safety management is an integral part of our business strategy and supports employee wellbeing, operational excellence and sustainable business success.

Through effective leadership, employee engagement and continual improvement, N-E-S strives to maintain a strong safety culture and a workplace where people can perform, develop and thrive.

Health and safety considerations shall be integrated into all levels of decision-making and daily operations throughout the organisation.

Scope

This policy applies to all N-E-S activities, including sales, procurement, logistics, warehousing, administration, marine operations, road transport activities and environmental services.

Impacts, risks and opportunities

N-E-S has identified the following occupational health and safety impacts, risks and opportunities as most relevant to its business:

- Warehouse operations, loading and unloading activities
- Operation of company vehicles and road transport activities
- Marine operations and work onboard company vessels
- Handling and storage of fuels, lubricants and chemicals
- Physical and psychosocial working conditions, stress and wellbeing
- Emergency preparedness and response
- Employee competence, awareness and safety culture

These risks and opportunities form the basis for N-E-S occupational health and safety objectives, operational controls and continual improvement activities.

Focus on Sustainable Development Goals





The United Nations Sustainable Development Goals (SDGs) provide a common framework for sustainable development. N-E-S supports the goals most relevant to its operations and seeks to contribute through responsible business practices, continual improvement and long-term value creation.

3 Good Health and Wellbeing

N-E-S promotes safe and healthy working conditions through systematic occupational health and safety management, preventive risk assessments, employee engagement and initiatives supporting both physical and mental wellbeing.

8 Decent Work and Economic Growth

N-E-S contributes to decent and productive employment by maintaining a safe working environment, developing employee competence and promoting a positive safety culture throughout the organisation.

Our commitment

Compliance

N-E-S is committed to complying with applicable occupational health and safety legislation, regulatory requirements and other compliance obligations relevant to our activities.

Safe and healthy workplace

N-E-S shall provide and maintain safe, healthy and supportive working conditions that protect and promote the health, safety and wellbeing of all employees.

N-E-S is committed to preventing work-related injuries, reducing occupational health and safety risks and fostering a working environment that supports physical, psychological and psychosocial wellbeing.

Hazard elimination and risk reduction

N-E-S shall systematically identify hazards, assess risks and implement appropriate control measures to eliminate hazards where practicable and reduce occupational health and safety risks.

Employee participation and consultation

N-E-S encourages active participation and consultation of employees in matters affecting health and safety.

Open communication, reporting of hazards, near misses, incidents and improvement opportunities are essential elements of our safety culture.

Competence and BEST365

N-E-S shall ensure that employees receive the training, information, supervision and resources necessary to perform their work safely and effectively.

Guided by the BEST365 principles of being Business Minded, Efficient, Skilled and Innovative and Trust, N-E-S promotes competence, accountability and continual improvement throughout the organisation.

Wellbeing and working environment

N-E-S promotes a working environment characterised by respect, inclusion, engagement and professional development.

Physical, organisational and psychosocial working conditions, including workload, stress and employee wellbeing, shall be managed as part of the Occupational Health and Safety Management System.

Emergency preparedness and resilience

N-E-S maintains emergency preparedness arrangements to respond effectively to potential emergency situations and minimise their impact on people, operations and business continuity.

Emergency preparedness arrangements shall be regularly reviewed, tested and improved where appropriate.

Continual improvement

Physical, organisational and psychosocial working conditions, including workload, stress and employee wellbeing, shall be managed as part of the Occupational Health and Safety Management System.


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Targets and fulfilment

Occupational health and safety objectives and targets are established through the annual Business Plan. Progress and performance are monitored through the Management System and reviewed during monthly meetings.

Allocation and responsibility

Management is responsible for ensuring that this policy is implemented, communicated and supported throughout the organisation.

Management is responsible for ensuring that relevant processes are aligned with the commitments of this policy.

All employees are responsible for understanding and applying the principles of this policy in their daily work and contributing to continual improvement.

Policy review

This Health & Safety policy shall be reviewed at least annually and updated as necessary to ensure its continued suitability, effectiveness and alignment with N-E-S's business activities, occupational health and safety objectives and compliance obligations.

Supporting documents

N-E-S Code of Conduct
N-E-S Risk assessments

Northern Energy & Supply



Elin Kristensson
Managing Director