

## Company policies

### **FH Contractors A/S is committed to continuous improvements**

FH Contractors A/S plans, implements and follows up on continuous improvement of our quality, health and safety and environmental management system efficiency.

### **FH Contractors A/S complies with the laws and requirements**

FH Contractors A/S will comply with relevant statutory and regulatory requirements as well as other agreements.

### **FH Contractors A/S revises its management principles annually**

FH Contractors A/S shall review annually its policies, objectives and goals on quality, health and safety, environment as well as sickness and absence.

### **FH Contractors A/S policies is known / available to all interested parties**

FH Contractors A/S policies on quality, health & safety, environment and sickness & absence are known by and available to all employees through our newsletters, management system IT platform Improve and Employee Handbook. Policies are available for our partners at request.

## Quality

FH Contractors will provide products and services that meet our customers' requirements and continuously improve our quality management system, certified according to ISO 9001:2015 standard.

FH Contractors' expertise is recruitment of personnel in the fields of industry, power plants, shipyards, Oil & Gas on / offshore, etc. Our staff performs all types of workshop activities, construction welding, pipe-welding etc.

FH Contractors shall always deliver highly qualified and experienced staff - to meet customer demands and expectations at any time:

- All our personnel will be thoroughly evaluated and screened before deployment.
- All personnel must have the appropriate courses and certificates required by our customers.
- If required by the customer, the customer can approve/authorizes the skill of each employee before mobilization is carried out.

## Occupational health and safety

Our health and safety management system and the way we work with health and safety in general, should as a minimum be comparable to or at a higher level than the companies and industries with which we normally compare ourselves.

We work systematically to prevent injuries and work-related illness to maintain and ensure a healthy and safe working environment for our employees.

We are committed to continuous improvement of FH Contractors' health and safety performance as well as our health and safety management system certified according to the ISO 45001:2018 standard.

Our HSE organization is the cornerstone in our work to uphold a healthy and safe working environment. HSE-managers and others working with health and safety must be provided with sufficient resources to ensure a healthy and safe working environment for our employees.

- Through instruction and information, we will strive to raise our employee's awareness on health and safety.
- Initiation of improvements and actions taken must be based on specific risk evaluations – "probability x consequence".
- We commit ourselves to consult and involve employees, including working environment representatives in the effort of maintaining and ensuring a healthy and safe working environment.
- We commit ourselves to keep tools, machinery, safety equipment etc. in safe and good conditions.
- We must maintain a high level of safety awareness through training and information.

FH Contractors' contingency plan is an integral part of our health and safety management system.

## Environment

We are committed to continuously improve FH Contractors' environmental performance and environmental management system certified according to ISO 14001:2015.

We are committed to apply sustainable business practices and processes that prevent pollution.

- FH Contractors will develop and offer products and services which gives the least possible environmental impact.
- We will minimize waste, optimize use of resources and ensure a safe disposal of waste.
- We will reduce the environmental impact of our activities, taking into consideration our technical, economical and business opportunities.
- FH Contractors will be an environmentally responsible neighbor in the communities where we operate, and act promptly and responsibly to correct conditions that can bring health, safety or the environment at risk.

## Sickness and absence

FH Contractors are committed:

- To ensure the safety and well-being of all our employees.
- To provide transparency about causes of absence.
- To treat our employees equally and consistently during absence.
- To retain employees during long-term absence.
- To reduce absenteeism.

The policy must be achieved through cooperation and open dialogue between management and employees. FH Contractors has prepared a detailed sickness absence procedure to ensure proper management of sickness absence.