

HSEQ PROGRAMME 2025-2027

Beerenberg Services



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HSEQ GOALS



Zero Harm: No serious injuries or health issues



Environmental Leadership: Steadily greener



Quality Excellence: Correct at first attempt



Resilience: Always on, ready and reliable

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HSEQ PROGRAMME 2025-2027

At Beerenberg, we strive to go "Beyond Expectations". Our HSEQ Program for 2025-2027 embodies this vision, aligning with our core values of being Inclusive, Innovative, and Responsible.

Guided by our Group Priorities of investing in People, Technology and Sustainability, we've developed a comprehensive HSEQ strategy. This program reflects our commitment to excellence in Health, Safety, Environment, and Quality, supporting our overall strategic development, ethical business conduct and ESG compliance.

The strategic HSEQ goals and objectives are designed to exceed expectations, drive continuous improvement, and create positive impact for our employees, customers, and society at large.

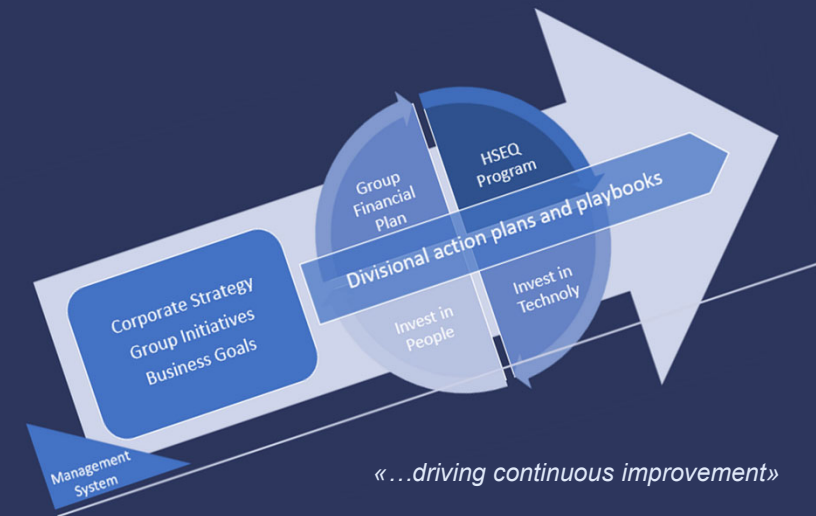
The key actions in this roadmap are further operationalized through respective divisional action plans and playbooks. Through these joint efforts, we aim to set new standards in our industry - and to reinforce our position as a responsible and innovative leader.

Pål Gudbrandsen
EVP HSEQ & Risk

Arild Apelthun
CEO

Mariann Alveberg
Main Safety Representative

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Zero Harm: No serious injuries or health issues

Objective: Ensure a safe and healthy working environment

Key Actions:

- ☐ Enhance compliance with- and further development of HSE risk barriers
- ☐ Prioritize regular occupational health screenings and monitoring of risk-exposed personnel, including through supplier follow-up
- ☐ Increase PPE-forum efficiency

Objective: Foster preparedness and a proactive safety culture

Key Actions:

- ☐ Enhance co-operation between the safety delegate service and management
- ☐ Strengthen equipment-specific training
- ☐ Strengthen onboarding of new personnel on site
- ☐ Foster competence and a positive social work environment, and support the “Invest in People” program
- ☐ Conduct risk-based emergency drills regularly

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KPI	2024 Result	2025 Target
SIF*	1,5 (0,3)	0
SWRI*	0	0

* Serious Incident Frequency per million worked hours (per 200 000 worked hours)

** Serious Work Related Illness Incidents



Environmental Leadership: Steadily greener

Objective: Consolidate BB environmental agenda

Key Actions:

- ❑ Ensure visible and present environmental leadership
- ❑ Emphasize environmental training for all personnel, as part of the compulsory HSEQ training package

Objective: Reduce waste & prevent spills

Key Actions:

- ❑ Promote low environmental spill solutions and innovation
- ❑ Integrate and document waste management measures and spill prevention in planning and execution of work
- ❑ Emphasize chemical reviews with substitution assessments

Objective: Reduce energy consumption & CO2 emission

Key Actions

- ❑ Develop and implement plan to monitor and reduce CO2 emission
- ❑ Demonstrate energy efficiency practices in alignment with ISO 50001

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KPI	2024 Result	2025 Target
Robotic surface treatment*	7700m2	>20Km2
CO2 reduction**	14,8%	>10%

* Total amount of surface treatment conducted by robot, measured in m2

** Annual reduction of emission ref GHG scope 1 and 2



Quality Excellence: Correct at first attempt

Objective: Excellence in first-time deliveries and quality management

Key Actions:

- ❑ Promote BMS ownership, compliance and systematic reviews and improvements
- ❑ Strengthen customer focus through transparent feedback mechanisms
- ❑ Improve operational efficiency through process optimization, technology and data-driven decision making and increased information availability

Objective: Ensure HSEQ excellence throughout the supply chain

Key Actions:

- ❑ Conduct regular, risk-based supplier audits and follow-ups
- ❑ Collaborate with suppliers on HSEQ improvement initiatives



KPI	2024 Result	2025 Target
Customer complaints*	0	0
Re-work cost	1,1M	<1,8M
Supplier audits	7	>5

* Written complaint from managing customer representative



Resilience: Always on, ready and reliable

Objective: All significant corporate risks identified, managed and monitored

Key Actions:

- ☐ Expand BB group and project specific risk registers on exposure for applicable external hazards (i.e. malign actions, natural disasters or armed conflict)
- ☐ Incorporate assessment of value chain and supporting processes in risk register
- ☐ Implement feasible corporate-wide risk monitoring measures
- ☐ Strengthen IT risk awareness and management processes

Objective: Maintain strong awareness on decent working conditions and ethical business conduct

Key Actions:

- ☐ Facilitate risk-based ethics training for all personnel
- ☐ Encourage reporting of ethical concerns and human rights issues
- ☐ Enhance due diligence screening of stakeholders



KPI	2024 Result	2025 Target
Black Swans*	0	0

* Unforeseen incident which dramatically affects business continuity or reputation



HSEQ PROGRAMME 2025-2027

committed to HSEQ, ethical business conduct and ESG compliance



Zero Harm

*No serious injuries
or health issues*



Environmental
leadership

Steadily greener



Quality
Excellence

*Correct at first
attempt*



Resilience

*Always on, ready
and reliable*

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