

Policy






# Health and Working Environment

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Our workforce is a critical asset for our Company. Aker BP work to provide a health promoting workplace for employees and personnel working for us. We are dedicated to ensure a working environment that provides the basis for a health-promoting and meaningful work situation, which provides assurance against physical and psychological negative effects during employee’s work-life and post work-life. Aker BP work continuously to improve the working environment. We encourage and drive our alliances, contractors and suppliers in the same direction.

## How we work with health and working environment

-  *We set the tone from the top*
-  *We work systematic and continuously to manage health and working environment risks, create value and ensure license to operate*
-  *All employees take ownership and are committed to sustain own and colleagues health*
-  *We put in place efficient and well-established processes, KPI's and routines for health and working environment*
-  *All our operations shall work to meet the strategic directions and objectives*
-  *We are dedicated to exploring innovative solutions and their potential impact to our work force*



### 1.1 Manage health and working environment through recognized improvement principles PDCA

**Plan:**

We shall plan the working environment activities to achieve the company's goal of a health-promoting working environment. The activities shall be documented in a plan.

**Do:**

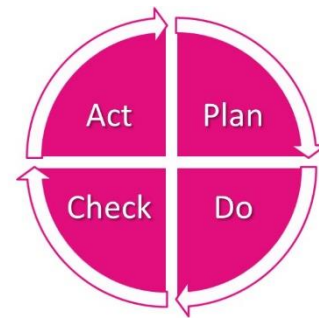
We shall carry out the activities according to the plan. We shall identify, describe, analyse, and evaluate the risk of the working environment conditions. Based on this data, we decide and implement measures.

**Check:**

Results of the risk reduction measures shall be monitored and measured. The risk reduction must be verified and documented.

**Act:**

We shall correct the activities and measures if the results have not resulted in expected risk reduction. Update plan according to requirement and systematically following the iterative quality improvement principles Plan-Do-Check-Act.



## 1.2 Employee participation

Planning and assessment of the working environment and implementation of necessary and preventive measures shall take place in cooperation with the employees, safety representatives and employee representatives.

- The working environment committees (AMU) shall be a decision-making and advisory body tasked with ensuring that the working environment legislation is implemented in Aker BP. We establish and chair working environment committees (AMU) that will, through its role, advise and decide on activities for the health-promoting working environment.
- We facilitate for professionally skilled safety representatives and management team.
- We facilitate for a good cooperation between management, employees, employee representatives and safety representatives.

## 1.3 Occupational health service

Aker BP shall be affiliated with an approved Occupational Health Service (BHT). The employer shall ensure that the BHT:

- Assists with planning and implementation of physical and organisational changes in the activities.
- Can be independently and advisory in preventive health, safety and environment work.
- Assists in the work of monitoring and controlling the health of the employees taking into account the work situation and conducts the necessary follow-up.
- Assists with individual facilitation, including participation in dialogue meetings and preparation of follow-up plan for sick leavers.
- Assists with information and training on relevant health, safety and environment risks and current measures.

## 1.4 Health monitoring

Preventive health work and health monitoring shall be carried out to uncover the influence of working environment factors.

- We will organize, perform, assure, and deliver a sound health service to personnel who perform work for Aker BP onshore and offshore.