

# HSEQ – POLICY 2023

## **Overall Policy**

Through dedicated efforts in Health, Environment, Safety, Quality, and Sustainability, Langset aims to be a preferred and respected supplier in the market. Langset strives to create continuous improvements for its customers and ensure their values. Langset conducts its operations according to prevailing laws and regulations and adheres to the requirements set by authorities and other stakeholders.

## **Health, Environment, and Safety Policy**

Zero injuries is our paramount goal! Langset commits to working diligently to reduce emissions to the external environment.

People are our most vital resource, and Langset ensures that our employees work safely, maintain good health, and enjoy their workplace. The employees shall be involved in decision-making and consultations.

At all times, Langset shall operate within the environmental requirements set by current laws, regulations, and other environmental criteria we have committed to. Together, we aim to foster and develop good relationships, well-being, and security at the workplace.

All our employees should have the opportunity to develop their professional and social competence, with an emphasis on inclusion and diversity.

Langset aims to recruit skilled and motivated employees with the right expertise for all our tasks.

## **Quality Policy**

To remain competitive in the market, Langset will meet requirements set by authorities, customers, and our internal standards. Langset strives for continuous improvement and is evaluated based on specific KPIs at the group level and within each company.

We aim to document quality. Our employees are our expertise and our most vital resource.

## **Ethics and Social Responsibility Policy**

Langset shall adhere to laws, regulations, its values, and ethical guidelines.

We will not accept discrimination or harassment based on gender, orientation, nationality, age, religion, disability, or political stance.

Langset should foster an environment where individuals feel free to speak about both positive and negative matters.

Confidentiality and loyalty obligations can be breached to report on reprehensible circumstances. Personal data must be managed responsibly in accordance with the law.

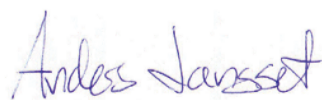
Langset will conduct its operations in line with its values, policies, and ethical guidelines.

Langset will operate in accordance with the UN's Guiding Principles on Business and Human Rights and the ten principles of the UN's Global Compact.

Langset will do its utmost to avoid the use of minerals extracted and sold from countries affected by armed conflicts, oppression, and violence.

Langset opposes all forms of corruption and conducts its operations in accordance with the prevailing competition and antitrust laws in the markets we operate in.

We believe in fair and open competition.



**Anders Langset**  
CEO