



## Health, Environment, and Safety (HSE) Policy and Key Performance Indicators (KPIs)

Company: RAM SVEIS OG BEMANNING AS

---

### 1. Purpose

The purpose of this policy is to establish clear goals and Key Performance Indicators (KPIs) for Health, Environment, and Safety (HSE) at RAM SVEIS OG BEMANNING AS. These goals and KPIs are designed to promote a safe, healthy, and environmentally responsible workplace and to ensure continuous improvement in HSE performance across all operations.

### 2. Scope

This policy applies to all employees, contractors, and visitors involved in RAM SVEIS OG BEMANNING AS operations, both in the office and at various work sites.

### 3. Objectives

The objectives of RAM SVEIS OG BEMANNING AS in relation to Health, Environment, and Safety are:

- **Health:** Promote the well-being of all employees and minimize health risks associated with workplace activities.
  - **Environment:** Minimize the environmental impact of our operations through sustainable practices and compliance with environmental regulations.
  - **Safety:** Prevent workplace accidents and incidents to ensure zero harm to employees and stakeholders.
- 

### 4. Key Performance Indicators (KPIs)

To measure progress towards these objectives, RAM SVEIS OG BEMANNING AS has established the following KPIs:

#### 4.1 Health KPIs

1. **Employee Wellness Program Participation Rate:**
  - **Goal:** Achieve a participation rate of 85% in company-sponsored wellness programs.



- **KPI:** Track monthly participation rates and report quarterly.
- 2. **Health Risk Assessments:**
  - **Goal:** Conduct annual health risk assessments for 100% of employees.
  - **KPI:** Monitor completion rates of health risk assessments annually.
- 3. **Absenteeism Rate:**
  - **Goal:** Maintain an absenteeism rate below 3%.
  - **KPI:** Track and report absenteeism rates monthly.

#### 4.2 Environment KPIs

1. **Waste Reduction:**
  - **Goal:** Achieve a 20% reduction in waste generated compared to the previous year.
  - **KPI:** Measure and report waste generation metrics quarterly.
2. **Recycling Rate:**
  - **Goal:** Increase the recycling rate to 75% of total waste by the end of the fiscal year.
  - **KPI:** Track and report recycling rates monthly.
3. **Energy Consumption:**
  - **Goal:** Reduce energy consumption by 10% annually through efficiency initiatives.
  - **KPI:** Monitor and report energy consumption figures quarterly.
4. **Compliance Rate:**
  - **Goal:** Maintain 100% compliance with environmental laws, regulations, and internal policies.
  - **KPI:** Conduct quarterly compliance audits and report findings.

#### 4.3 Safety KPIs

1. **Total Recordable Incident Rate (TRIR):**
  - **Goal:** Maintain a TRIR below 1.0.
  - **KPI:** Track and report TRIR monthly.
2. **Lost Time Injury Frequency Rate (LTIFR):**
  - **Goal:** Achieve an LTIFR of zero.
  - **KPI:** Monitor and report LTIFR quarterly.
3. **Safety Training Completion Rate:**
  - **Goal:** Ensure 100% of employees complete mandatory safety training annually.
  - **KPI:** Track training completion rates and report annually.
4. **Near Miss Reporting:**
  - **Goal:** Increase near-miss reporting by 15% to proactively identify potential hazards.
  - **KPI:** Monitor and report near-miss reports monthly.



## 5. Responsibilities

- **Management:** Ensure that resources are allocated to meet HSE goals and KPIs, and review HSE performance regularly.
  - **HSE Department:** Monitor, report, and analyze HSE performance data, and recommend improvements.
  - **Supervisors:** Ensure that employees understand HSE goals and KPIs and comply with related procedures.
  - **Employees:** Actively participate in HSE initiatives, report incidents and near misses, and comply with all HSE policies and training.
- 

## 6. Monitoring and Reporting

To ensure that the goals and KPIs are met, RAM SVEIS OG BEMANNING AS will implement the following monitoring and reporting mechanisms:

- **Monthly Reviews:** Review HSE performance against KPIs at monthly management meetings.
  - **Quarterly Reports:** The HSE department will prepare quarterly reports on progress toward HSE goals and KPIs.
  - **Annual Review:** Conduct an annual review of all HSE goals and KPIs to evaluate effectiveness and make necessary adjustments.
- 

## 7. Continuous Improvement

RAM SVEIS OG BEMANNING AS is committed to continuous improvement in HSE performance. The company encourages feedback from employees and stakeholders to refine goals, improve practices, and enhance the overall safety culture.

---

## 8. Review and Update

This policy and the associated KPIs will be reviewed annually and updated as necessary to reflect changes in legislation, industry standards, or company objectives.

---



## 9. Contact Information

For questions or further information regarding this policy and its implementation, please contact:

- **Project Manager:** Tore Kleiven
  - Mobile: +47 468 43 758
  - Email: [tore.kleiven@rammultiinvest.com](mailto:tore.kleiven@rammultiinvest.com)
- **General Manager:** Olteanu Radu
  - Mobile: +40 768 117 477
  - Email: [radu.olteanu@rammultiinvest.com](mailto:radu.olteanu@rammultiinvest.com)

---

By adhering to this policy, RAM SVEIS OG BEMANNING AS commits to fostering a safe, healthy, and environmentally responsible workplace and to achieving continuous improvement in HSE performance.

**Approved by: Olteanu Radu**  
General Manager, RAM SVEIS OG BEMANNING AS

**Date:** 01.05.2024

*Olteanu Radu*

Document nr:0010

Date:01.05.2024

Revision:01

Revised by:Olteanu Radu