



Health and Safety Management System (HSMS) Policy for RAM SVEIS OG BEMANNING

Vision

Our vision at RAM SVEIS OG BEMANNING is to cultivate a workplace where health and safety risks are not only effectively managed and minimized but also where every employee, contractor, and visitor is actively committed to promoting a culture of safety and wellness.

Commitment

RAM SVEIS OG BEMANNING is dedicated to:

- Providing a safe and healthy working environment for all employees, contractors, and stakeholders.
 - Complying with all relevant health and safety legislation, regulations, and standards.
 - Continuously improving our health and safety performance and the effectiveness of our management systems.
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Planning

Risk Assessment

- Conduct thorough risk assessments to identify potential health and safety hazards in RAM SVEIS OG BEMANNING's operations.
- Develop and implement effective control measures to mitigate identified risks.

Legal and Other Requirements

- Maintain a current register of health and safety legislation and other requirements applicable to RAM SVEIS OG BEMANNING.
 - Ensure all operations comply with these requirements.
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Implementation and Operation

Roles and Responsibilities

- Clearly define health and safety roles and responsibilities at all levels within the organization.
- Assign ultimate responsibility for health and safety to the General Manager, Radu Olteanu.

Training and Competency

- Implement a comprehensive training program to ensure all employees are competent in performing their duties safely.
- Provide specific training on identified risks and control measures.

Communication and Participation

- Establish mechanisms for effective internal and external health and safety communication.
- Encourage employee participation in health and safety matters, including consultation on changes affecting workplace safety.

Checking and Corrective Action

Performance Measurement and Monitoring

- Regularly monitor and measure health and safety performance against predefined standards and objectives.
- Conduct audits and inspections to ensure compliance with the HSMS and identify areas for improvement.

Incident and Nonconformity Management

- Establish procedures for reporting, investigating, and recording incidents and nonconformities.
- Implement corrective and preventive measures to address identified issues.



Management Review

- Conduct an annual management review of the HSMS to ensure its continuing suitability, adequacy, and effectiveness.
 - Review health and safety performance, objectives, and policy, making necessary adjustments.
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Documentation and Record Keeping

- Maintain comprehensive documentation and records of all aspects of the HSMS, including risk assessments, training records, incident reports, and audit results.
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Our Commitment

RAM SVEIS OG BEMANNING is dedicated to maintaining the highest standards of health, safety, and environmental protection in all its operations. We are committed to:

- Protecting the health and safety of our employees, contractors, visitors, and the communities in which we operate.
 - Minimizing our environmental impact and promoting sustainable practices.
 - Complying with applicable legal and other requirements related to health, safety, and environmental aspects.
 - Engaging in continuous improvement efforts to enhance our HSE performance.
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Objectives

To support our HSE policy, we have established the following objectives:

1. **Zero Harm:** Achieve zero work-related injuries, illnesses, and environmental incidents.



2. **Compliance Excellence:** Ensure 100% compliance with all relevant HSE legislation, regulations, and guidelines.
3. **Risk Management:** Systematically identify, assess, and manage HSE risks associated with our operations.
4. **Employee Engagement:** Foster a culture of responsibility and engagement among employees at all levels regarding HSE matters.
5. **Sustainability:** Implement practices that promote resource conservation, waste reduction, and biodiversity preservation.
6. **Stakeholder Collaboration:** Work collaboratively with stakeholders to improve the HSE performance of our industry.
7. **Training and Competence:** Ensure all employees and contractors are trained and competent in their HSE responsibilities.
8. **Emergency Preparedness:** Enhance our preparedness for dealing with HSE emergencies.
9. **Performance Monitoring and Reporting:** Regularly monitor, review, and report on our HSE performance to drive continuous improvement.

Implementation

To achieve these objectives, RAM SVEIS OG BEMANNING will:

- Establish robust HSE management systems and processes.
- Set specific, measurable targets for each objective and monitor progress.
- Allocate necessary resources, including training and technology, to support HSE initiatives.
- Encourage open communication and feedback on HSE matters across all levels of the organization.
- Conduct regular audits and reviews to assess the effectiveness of our HSE management system.

Accountability

All employees, at every level, are responsible for understanding and fulfilling their HSE responsibilities. Leadership is accountable for ensuring the policy's implementation and effectiveness, fostering a culture that prioritizes health, safety, and environmental stewardship.

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This HSMS policy for RAM SVEIS OG BEMANNING represents our unwavering dedication to health and safety at all levels of our operations. It is designed to ensure a systematic approach to managing risks, complying with legal requirements, and fostering a culture of continuous improvement in health and safety standards.

Aproved by CEO *Olteanu Radu*

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