

HSEQ Policy Statement

NORM Solutions is committed to protecting the health and safety of everybody involved in our activities, the people who come into contact with our operations and the sustainability of the environments in which we operate. We aspire to high standards of practice through continual improvement and the adoption of international codes and standards.

NORM Solutions uses the ASCO Integrated Management System (AIMS) to establish a framework to ensure that risks are identified, controlled and communicated in all areas of our operations. Our goal is to deliver high quality service with no personal injuries, asset or environmental damage. Specifically, we will strive to:

- develop and implement a rigorous and systematic approach to health, safety, quality and environmental management within relevant legislation, standards and other requirements of the countries in which we operate
- empower all our employees and contractors to STOP any activity they consider a threat to health, safety or the environment
- ensure that our safety goals and standards are understood by everyone
- listen and respond openly to our employees, contractors, clients, neighbours, regulators, public interest groups and other stakeholder on HSEQ issues
- set clear and measurable targets to ensure continuous improvement in health, safety, environment and the quality of service delivery
- review and monitor our performance recognising those who contribute positively to this improvement and openly report on our performance, providing full transparency to all our stakeholders

- provide appropriate training, equipment and facilities to enable our employees to carry out their work competently in a professional and safe manner
- ensure adequate response procedures, and resources are in place to minimise the impact of any incident or emergency situation
- empower management to lead health and safety, environmental and service delivery performance and authorise them to take immediate action to remove or control safety or environmental hazards when they are identified
- include health, safety, quality, environmental competences, and performance in the appraisal of all employees, and core contractors
- regularly review the suitability and effectiveness of this policy, our management systems, targets and objectives

Responsibility for compliance with this policy lies with the Directors, Managers and Supervisors of Norm Solutions. It is also the responsibility of every individual employee to make themselves aware of possible health and safety risks and to take measures to reduce these risks not only to themselves, but to their colleagues and members of the public.



Julian Foley - Director