ALTUS Intervention

Our licence to operate.

Our commitments in respect to Quality, Occupational Health and Safety, the Environment and Energy Performance

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At Altus Intervention,
We All Make A Difference.
Everyone is empowered with
Stop Work Authority.

–Åge Landro, CEO Altus Intervention

Introduction.

We are committed to providing a safe, healthy and sustainable organisation for our employees, contractors and customers.

Our people and culture enable the operational excellence necessary to develop the best relationships with our customers, contractors and the wider community.

At Altus Intervention, *We All Make a Difference*. Everyone is empowered with Stop Work Authority and our culture creates the environment for everyone to play a part towards eliminating hazards, reducing risks, and continual improvement.

This policy articulates our commitments in respect to Quality, Occupational Health & Safety, the Environment and Energy Performance.

***Åge Landro**, CEO Altus Intervention*

Our **Commitments.**

Zero Incidents.

We believe all incidents can be prevented: zero harm to personnel, no damage to equipment, and the prevention of pollution are our goals.

Sustainable.

We design and deliver our products and services with a lifecycle consideration and commit to achieving an overall energy performance improvement.

Customer Satisfaction.

We will only have satisfied customers when we understand and deliver on their needs, requirements and preferences.

Personal Responsibility.

Every employee is responsible for the quality of their own work. Our goal is to set and maintain a high reliability rate for our products and services.

Delivering on **Our Commitments.**

Leadership.

Lead by example at all levels of line management and implement this Policy throughout all levels of the organisation.

Participation.

Promote the consultation and participation of all employees on QHSE issues and performance, share and learn from best practices with relevant interested parties.

Training and Development.

Provide the necessary training and development for all our employees to ensure the highest level of competency and minimise risk.

Targets.

Set clear annual objectives with clearly defined and measurable targets.

Compliance.

Bring with us our high operating standards wherever we do business. Complying with applicable laws and regulations is only the minimum.

Continual Improvement.

Through ongoing and periodic review, best practices will be identified and implemented throughout the Company, with a continuing challenge to identify opportunities for innovation and improvement.

Our Goals.

Our QHSE Policy is our 'Licence to Operate', and our goal is '100% HSE' where we have no injuries, illnesses or harm to the environment.

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Above all, we take pride in our belief that We All Make a Difference, instilling a culture of ownership where it is OK to intervene, challenge and take the time to make our workplace a safer place.

– Alistair Cameron, SVP QHSE

Our contribution to a **global agenda.**

Quality, Health & Safety and the Environment are integral to our wider Environmental, Social and Governance (ESG) framework. This outlines our overall approach towards environmental stewardship, how we manage our relationships with employees, suppliers, customers, and the communities in which we operate, and our overarching leadership & risk controls.

Health and Safety.

Integral part of everyday culture, embodied by ongoing "We All Make Difference" initiative.

People.

Empowering our employees to drive performance through a culture of care, pride and personal responsibility. Continual investment in developing talent through training and apprentice schemes.

Community.

Long history of local charity support, committed to adding in-country value through local content in international operations.

Risk Management.

Material/Enterprise risks documented and reported annually, supported by mature operational risk management processes to eliminate risk and mitigate against loss.

Ethics and Compliance.

Integrity & compliance through clear policy and annual training and certification for all employees.

Corporate Governance.

Clear organisational structure, authorities & review process enable effective & transparent decision-making.

Environmental Protection.

Our management system identifies and defines controls for our significant environmental aspects, with our largest operations certified to ISO14001.

Resources.

We work with supply chain and end-of-life processes to support a circular economy and minimise waste & the use of resources.

Climate Change.

Reducing GHG emissions through energy management systems, client collaboration and new Well Intervention technologies which are faster, more efficient and low-footprint.

altusintervention.com/weallmakeadifference