

		WORKING ENVIRONMENT POLICY		
Date	Document ID	Version	<i>Last modified by</i>	<i>Approved by</i>
17 August 2022	<i>Pol07</i>	D	QHSE	Managing Director

Working Environment Policy

W. Giertsen Energy Solutions is an integrator and supplier of sustainable and highly reliable energy systems, with a product portfolio consisting of solar PV powered systems and related services. We serve international customers with products produced by innovative, sustainable, and Tier 1- top-quality manufacturers.

W. Giertsen Energy Solutions is based on an open and honest organizational culture that values the diversity of its team, and we are committed to a healthy and safe working environment for the prevention of work-related injury and ill health.

W. Giertsen Energy Solutions believes that the working environment is instrumental in setting the foundation for the provision of high quality and sustainable products and services.

We achieve this by:

- Creating a framework for establishing and maintaining occupational health safety objectives in line with the ISO 45001 guidelines
- Commitment to the provision of safe and healthy working conditions for the prevention of work-related injury and ill health
- Commitment to eliminating hazards and reducing OH&S risks by working preventively
- Commitment to fulfil legal requirements and other requirements
- Offering a good physical, organizational, and social work environment
- Highlighting and maintaining a positive professional work atmosphere
- Consultation and participation of employees
- Doing our utmost to ensure that the supply chain of our products and components has established occupational health and safety guidelines
- Follow the plan-do-check-act cycle for process creation and improvement
- Communicate with installation teams on experience and required improvement for their work
- Having risk management as an integrated part of our business activities
- Focusing on W. Giertsen Energy Solutions' strategic priorities
- Working according to our established management system

We communicate this policy throughout our organization, train our employees in the appropriate use of the management systems and engage them in the regular setting, measuring and revision of objectives

Bergen, 17th of August 2022

Wilhelm Giertsen
Managing Director