

Health and Safety Policy

No activity is more important than ensuring practical and effective measures are in place to protect the health and safety of our employees, partners, contractors and customers. In implementing this policy, Spec Partners will not only comply with relevant legislation but also encourage other initiatives for protecting the health and safety of those affected by its activities.

Spec Partners recognizes the importance of the involvement and commitment of management and the responsibility of each employee in the application of this policy. The personal safety and health of each employee is of primary importance. The prevention of occupationally-induced injuries and illnesses is of such consequence that it will be given priority over operating productivity when necessary. To the greatest degree possible, management will provide all mechanical and physical facilities required for personal safety and health in keeping with the highest standards.

Our Safety and Health program will involve:

- providing workplaces and equipment that are fit for purpose and safe to use;
- developing safe working procedures so work may be conducted with minimum practicable risk;
- providing necessary Personal Protective Equipment (PPE) and instruction for its use and care;
- providing training in the use of work equipment, procedures and protective equipment;
- conducting Safety and Health inspections to find and eliminate unsafe working conditions and practices;
- controlling health hazards and comply fully with Safety and Health standards;
- requiring safe working and cooperation in H&S matters as condition of employment;
- investigating every incident to determine its cause and to correct the problem to prevent its recurrence.

Management accepts responsibility for leadership of the Safety and Health Program, for its effectiveness and improvement, and for providing the safeguards required to ensure that every worksite is a safe worksite.

Right To Stop Work

Regardless of their position in the company, all employees are empowered to **stop any work they deem to be unsafe**. Furthermore, they are authorized to do so with freedom from any possibility of retribution and with the full support of senior management

Oslo 31.01.2014

Trond Christoffersen
Director
(sign.)