



SINTEF

Classification: **Unrestricted**

Version: **2**

Date of approval: **12.06.2025**

HSE-policy

SINTEF shall comply with all legislative Acts, statutory regulations and prevailing standards as they relate to the working environment.

- At SINTEF, HSE issues are assigned the highest priority – the safety of our employees overrides all other considerations. SINTEF has a clear vision calling for zero levels of accident, injury, damage and loss.
- SINTEF aims to operate with a sound and health-promoting working environment.
- HSE is the responsibility of management. This responsibility is prerequisite for the performance of systematic HSE-related activities and entails a continuous focus on preventive and incident-driven actions.
- SINTEF employees are actively involved in the development of HSE-related activities and are given the opportunity and skills to contribute to a healthy working environment. The Working Environment Committee (WEC) shall work to achieve a robust working environment and shall serve as an arena for the planning and development of HSE-related activities.
- Employee health and safety representatives at all levels in the organisation shall be given the opportunity to ensure that all work at SINTEF is carried out in such a way that safeguards the safety, health and well-being of employees.
- SINTEF managers shall work together with employees, health and safety representatives and union representatives to ensure a healthy working environment that safeguards the safety, health and well-being of employees.
- SINTEF shall operate with a working environment management system that is under continuous development and improvement, and which serves to support both employees and managers in their HSE-related activities. All activities shall be carried out using a risk-based approach and be supported by effective work processes. The risk potential associated with given activities and items of equipment shall be identified as a basis for establishing appropriate barriers.
- SINTEF shall promote human rights and proper working conditions in connection with the production of goods and services. This also applies to our suppliers both in Norway and overseas.



Alexandra Bech Gjørv
CEO



SINTEF

Classification: **Unrestricted**

Version: **1**

Date of approval: **26.05.2025**

Environmental policy

Based on our vision of “Technology for a better society”, SINTEF aims to give due consideration to the external environment in all aspects of its business activities.

- SINTEF shall work towards the establishment of national and international R&D programmes focusing on the development of environmentally sound technology.
- SINTEF shall contribute to research into and the development of environmentally sound concepts through its projects.
- Environmental issues shall be emphasised in connection with investments in expertise development and laboratories.
- SINTEF shall reduce emissions of greenhouse gases, select energy-friendly concepts and avoid harmful discharges to soil, air and water.
- SINTEF shall communicate expertise, develop concepts and provide research-based expertise input to social debate around environmental policy.
- SINTEF shall satisfy the relevant statutory requirements and other requirements that are considered necessary for SINTEF's environmental performance.



A handwritten signature in blue ink that reads "Alexandra Bech Gjørv".

Alexandra Bech Gjørv
CEO