



Speira's Policy

Our name is a message: Speira comes from Greek and stands for a spiral of growing influence that originates from a strong core, uplifting performance and much more: Speira also stands for the circularity of production, use and recycling, again and again. With our Speira Spirit, expertise and enthusiasm, Speira will move ahead, take the lead and show what's all possible.

In addition, the top management has defined the following policy as **applicable and binding** for every plant within Speira Group. Targets will be defined, regularly reviewed and further developed throughout the organization.

In Speira, while executing our jobs and processes with the necessary resources and information, **we comply** with applicable legal requirements, regulations imposed by authorities, or any other requirement to which the organization subscribes.

We work with strict rules and measures in order to **prevent work accidents and material damage**, and every single employee is committed to strive for occupational safety.

Together we continuously work to **reduce risks** for the health of our employees and contractors by implementing protective measures to avoid work incidents, occupational illness and material damage. We take care that all our employees comply with their responsibility for safety, such as following the rules and reporting of safety deviations.

As operators of plants listed under the Seveso Directive, we guarantee and improve a high level of protection in **process safety** in order to prevent hazards due to major accidents at our operating areas, in order to protect human health and the environment.

We always **strive to exceed customer requirements**. We deliver products and services which always meet the requirements agreed with our customers, so that we achieve satisfaction and success for all parties, whilst ensuring information security.

We **integrate our responsibility** for the environment as an essential element in our daily business, as well as in our strategies and concepts. We **contribute to climate protection** by conserving natural resources, avoiding environmental pollution and continuously improving our energy-related performance along the entire value chain and our energy management system. We provide the necessary resources and information and support energy-efficient procurement and equipment design.

Managing the social impact of our operations reflects Speira's **commitment to human rights** and the relationships with the local communities. Throughout our value chain and at our sites, we work with partners and stakeholders to improve the well-being of those influenced by our operations.

We oblige ourselves to avoid errors, or to eliminate them on short notice by sustainable corrective measures. Preventive measures in all areas of our business and operation make sure we **avoid deviations**. The application of the tools of our Business System leads to the **continuous improvement** of our integrated management system with its processes. In this way, we contribute to the sustainable securing of our economic success.

Einar Glomnes
Chief Executive Officer Speira