

Health and safety policy

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Revision history:

Version nr.	Year	Comment
0	2004	Established HSE policy
1	2014	Update of the HSE policy
2	2015	Total update in 2015 due to bigger changes in Management system.
3	2016	Change of CEO, and updated due to signing of new CEO
4	2016	Update to reflect ISO 45001 requirements and change new CEO
5	2017	Divided the H&S and Environmental policy into two policies

Health and safety policy

Q-Free is committed to continuous improvement in Health and Safety (H&S) in all of the company's operations and activities. Our goal is to ensure that no employee or person affected by Q-Free's activities and operations is put at risk of death, injury or illness and to promote a culture of trust and transparency. We encourage a zero-incident mindset, we promote a good and safe working environment.

Q-Free will uphold these commitments through:

- Developing and promoting products and systems that improve road safety.
- Ensuring the company complies with all applicable laws and regulations, including health, safety and environmental legislation related to Q-Free's activities and operations.
- Setting goals to continually improve our health and safety performance and providing the necessary resources to meet these goals;
- Further developing the HSE management system;
- Updating a H&S hazard and risk management system that will effectively address the hazards and associated risks;
- Striving to implement actions that address H&S hazards and risks identified at a root cause level to prevent recurring events and apply the hierarchy of controls to reduce risk;
- Creating effective and transparent consultative arrangements with our employees, contractors and other stakeholders regarding health and safety matters;
- Providing the necessary training, instruction and supervision for our employees, contractors, and visitors to minimise the risk to health and safety;
- Providing physical, social and psychological environments and work practices that promote and enable healthy and safe behaviour in the workplace;
- Striving to introduce new, practical and sustainable solutions that enable employees to live healthy lifestyles; and
- Making the H&S Policy readily accessible for all employees and interested parties.

Every employee of Q-Free is responsible for ensuring our commitments in this H&S Policy are fulfilled.



Håkon Volldal
CEO Q-Free
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