

# Work Environment Policy

As a responsible employer, the Servi Group works actively and systematically on work environment issues with the aim of creating a workplace that is physically, mentally and socially sound, promotes personal development, and where measures are taken to prevent work-related injuries and health problems.

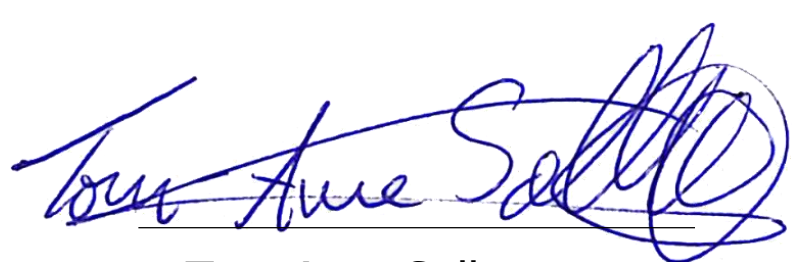
We are committed to:

- Fulfil applicable requirements defined in laws and in agreements with trade unions
- Prevent health problems and injuries
- Work actively on rehabilitation issues
- Treat each other with respect

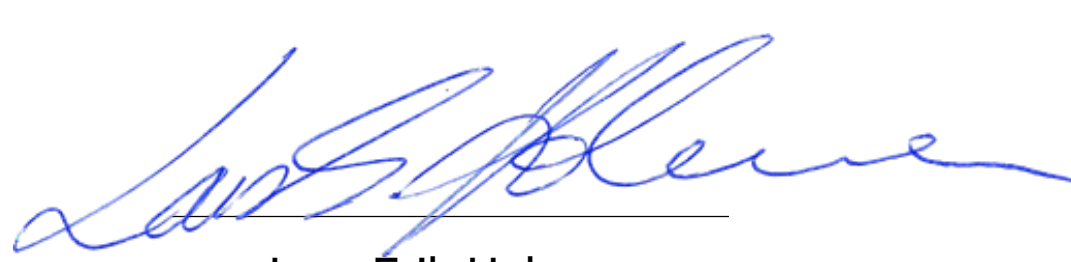
We will achieve this by:

- Ensuring that all employees take responsibility for their own health and safety, comply with applicable rules and notify any issues to their managers so that action can be taken as soon as possible
- Providing the necessary training, authority and resources to those in managerial roles and those with responsibility work environment issues so that they can provide consistent leadership and fulfil their tasks in a way that ensures the safety of employees
- Reviewing our operations and implementing targeted measures to minimise the risk of work-related accidents and illness
- Monitoring sick leave so that we can take any action that may be required at an early stage

**Servi Group Management, 31.08.2018**



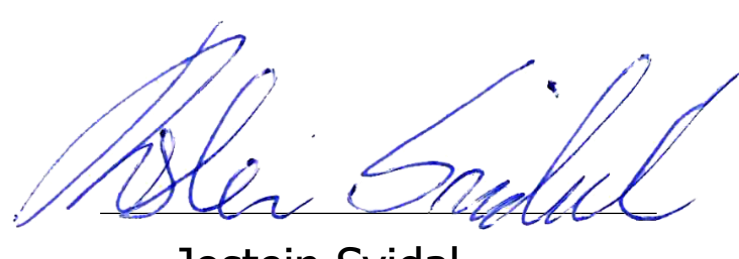
Tom-Arne Solhaug



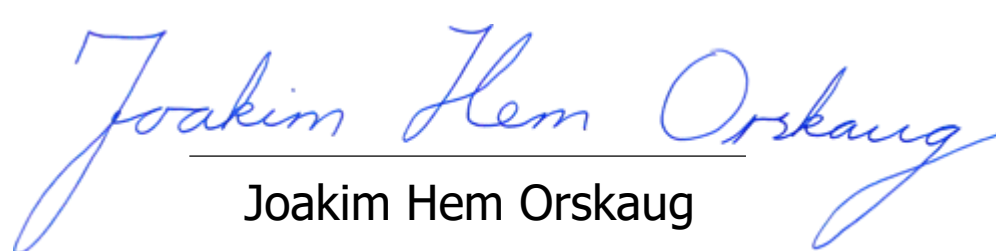
Lars Erik Holmen



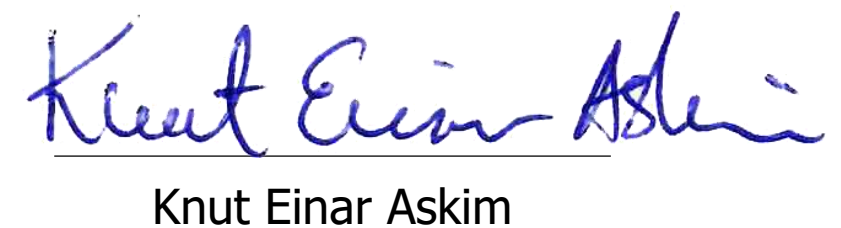
Kjell Atle Gjølringbø



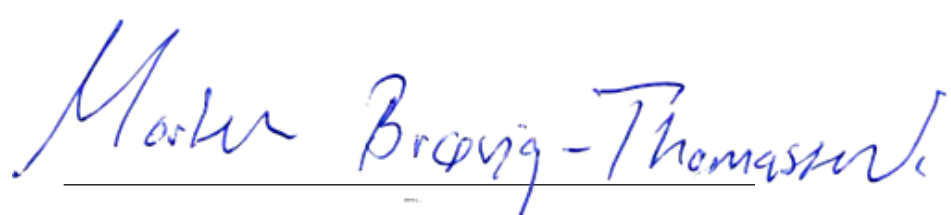
Jostein Svidal



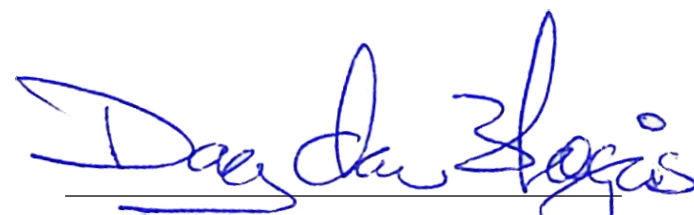
Joakim Hem Orskaug



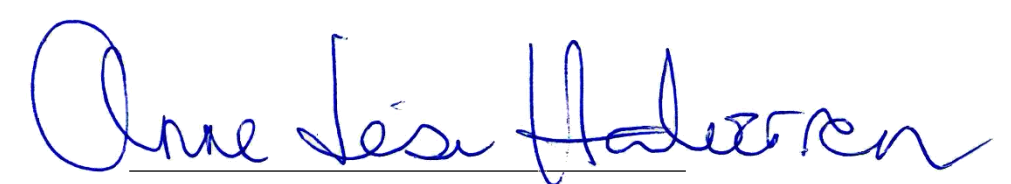
Knut Einar Askim



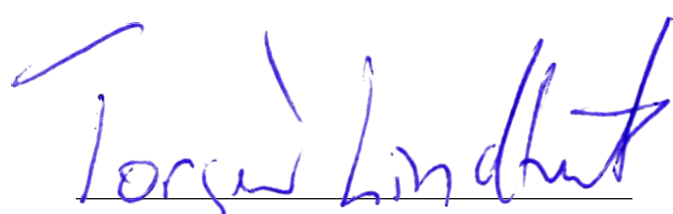
Morten Brøvig-Thomassen



Dag Olav Høgås



Anne Lise Halvorsen



Torgeir Lindtveit



Nils Harald Flaa