Safeguarding People and Assets

We are Safeguarders that commit to HSSE and quality, acting with integrity. We believe all incidents can and should be prevented.

Aker Solutions believes in promoting safe, reliable and sustainable operations to achieve our goal of zero harm to people, assets and the environment.

HSSE Management System
The Operating HSSE (Health, Safety, Security and Environment) Management System provides clarity and drives accountability into the organization. The system is designed to deliver our HSSE Policy and defines how everyone in the organization shall focus on their own and their colleague's health, safety and well-being.

Aker Solutions is compliant with ISO 45001-Occupational Health and Safety and our management system is based on the principles and requirements provided in this standard. Procedures and Work Instructions are developed based on requirements in ISO as well as local and country-specific legislation. Compliance obligations for each country covers local legislation and requirements.

Our HSSE management system includes requirements for all employees, external personnel, suppliers and visitors working at or visiting all Aker Solutions locations. To ensure continual improvement of the system, the business level annual reviews are also included in the Aker Solutions Management Review. In addition, regular internal audits at the location level and an annual external audit are important parts of our improvement process.

Participation and consultation of our people and safety representatives, where they exist, is a key success factor for the HSSE Management System and a key ingredient in a strong HSSE culture. An overview of the minimum expected level of worker participation and consultation on specific activities, from a global perspective, is included in our management system. As key stakeholders in this material topic, we enable participation, listen to our workers and cooperate actively with the industry to continuously improve and evolve our processes throughout the value chain.

Safety Culture

One of the cornerstones in Aker Solutions' HSSE program is our global HSSE mindset program. The quarterly program has continued with four new modules each year. Aker Solutions entered into a collaboration agreement with key customers and peer companies to deliver common modules across our operations on a quarterly basis. Key focus areas are Avoid Major Accidents, Prevent Personal Injuries, Safe Work at Heights / Prevent Falling Objects and Working Environment. The annual program creates awareness of the main HSSE risks and opportunities to ensure our employees are prepared to handle these situations correctly in their daily work.

We collaborate closely with our clients on HSSE. It is a significant part of the onboarding process when contracts are awarded. Duty of Care audits are completed prior to mobilizing personnel and our personnel are encouraged to exercise their "Stop Work Authority" whenever they see a condition that they feel is unsafe, whether or not they are at an Aker Solutions site. We also work to influence and build health and safety measures through our participation in organizations like IOGP, Step Change in Safety (UK), Norsk Industri (Norway) and many other organizations around the world.

In addition, the implementation of a Global Control of Work Process across our sites is used to identify and manage operational risk across all phases in our work execution process.

Life-Saving Rules
Aker Solutions is a member of the International Association of Oil & Gas Producers (IOGP). Membership in the IOGP allows Aker Solutions to collaborate with clients, peers and other exploration and production stakeholders to standardize and share knowledge in order to achieve improvements within HSSE, social responsibility, engineering and operations.

One of the main IOGP initiatives that Aker Solutions has implemented is the Life-Saving Rules (LSR). These rules describe key actions to prevent fatal injuries during nine higher risk activities and were developed by IOGP based on analyses of serious incidents across the industry.

Stop Work Authority
We encourage everyone in our company to exhibit their "Stop Work Authority" if they experience a situation or condition that is not as expected. All employees in Aker Solutions have the responsibility and authority to stop work when conditions appear to pose a hazard or if work does not seem to be of the right quality. The Stop Work Authority can be initiated when observing any condition or situation that poses a risk for personnel, environment, material or immaterial assets, or a risk of not fulfilling requirements (internal, client or other external requirements) that may affect the quality of our deliveries. All Stop Work issues are treated positively by the affected employees. No employee should suffer retribution or negative feedback for using their Stop Work Authority.

Monitoring and Learning
Aker Solutions utilizes Synergi Life as our HSSE and Quality reporting tool. Employees, visitors and contractors can also report incidents, risk observations, near misses and improvements on paper cards if they don't have access to Synergi Life. As a learning organization, we depend on our employees to report incidents, hazardous situations and conditions, so we can prevent similar circumstances in the future.

We also carry out detailed incident review panels with senior leaders to ensure that the investigation process has identified the correct root causes and also identify any leadership or cultural issues that should be addressed.

Several HSSE performance dashboards within Synergi Life, are utilized to measure lagging and leading KPIs across our global operation and are discussed at leadership meetings ensuring that managers are accountable for their units' performance.

The introduction of a confidentiality module in Synergi has enabled the function to register sensitive cases while also ensuring privacy aspects. Other improvements of the tool have enabled cases within physical, personnel and IT security to be differentiated and managed by the correct functions. This has also ensured improvements within trending and root-cause analysis.

In addition, the online HSSE community enables professional discussions, information and document sharing, as well as internal networking and resource sharing, creating a complete learning package that is available throughout the company.

Training
Behavior and HSSE performance are significantly influenced by the competence of the workforce. The segments and regions have different challenges and needs, and general HSSE training is given to reflect that.

Where specific competencies are required for various jobs, the required skill level is stated in the applicable work process. It's the responsibility of the managers to ensure that their employees have the correct competence to perform the job safely and in accordance with applicable legislative requirements.

Identifying Hazards, Managing Risks
Risks related to HSSE are defined as a risk category in the Enterprise Risk Management (ERM) procedure. On a company level, these risks include physical security threats, crisis management risks, the risk of major accidents related to malfunctions in our products and / or insufficient service and the risk for fatalities, serious injuries or environmental spills in our own operations. However, as Aker Solutions is a multifaceted company, most of the risks are identified and mitigated on lower organizational levels. The global HSSE function is responsible for the development, implementation and

Hierachy of Controls

Elimination – Complete removal of the hazard. Hazards are 'designed out' wherever this is practicable (e.g. avoid the requirement to perform the activity)

Substitution – Replacement with a less hazardous alternative

Engineering controls – Isolation, segregation, containment or limitation. All involve physical separation from the hazard

Administrative controls – Establish policies and procedures to reduce exposure to hazards, including monitoring of containment levels, training and reducing number of personnel present during hazardous operations

Personal Protective Equipment (PPE) – The role of PPE as a control measure should not be confused with its more widespread role as a precaution and as a last line of defense should an incident occur.

maintenance of the ERM framework within each discipline and has a global responsibility for operational effectiveness. Within this responsibility there also lies an obligation to develop and execute global HSSE audit programs and facilitate and coordinate efforts within all units.
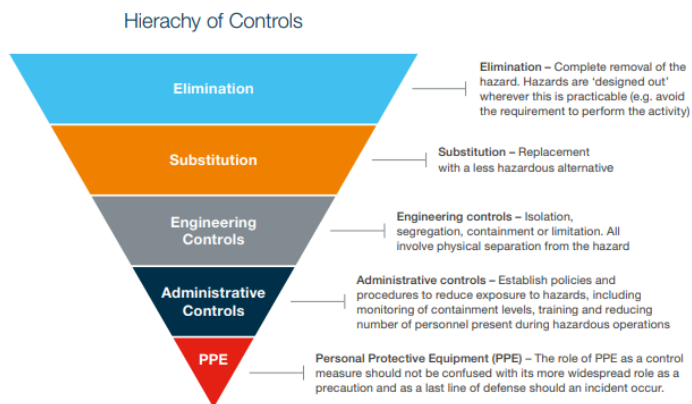
To be able to capture and assess all hazards, personnel with diverse and relevant competencies and experience participate in the risk assessment team. A hazard / risk register is established at all Aker Solutions locations and there are ongoing projects to assess and manage all risks and opportunities connected to our facilities and activities.

When determining which controls / barriers are required to manage a hazard to an acceptable level, the hierarchy of controls is utilized. Priority is given to eliminating, replacing or isolating the risk.

The risk owner is responsible for communicating risks and controls to all relevant stakeholders, in particular those exposed to the risk. The communication should be timely and in an appropriate format to the target group, and the stakeholders should be given the opportunity to give feedback on the risks and controls. The risk owner is also responsible to implement controls to mitigate risk to an acceptable level. Controls or mitigations can include operating procedures or instructions, improvement procedures or the addition of new procedures.

Occupational Health Services

Aker Solutions is committed to a goal of zero harm to its employees, not just through accident prevention, but also through safeguarding employee's physical and mental health. The physical and mental health of our people is a top priority, especially related to addressing and acknowledging mental health. Additional health programs, including efforts to avoid negative effects of long-term working from home for significant numbers of employees are in place.

A primary task for our HSSE organization in close cooperation with the local OHS, is to identify and eliminate hazards in the working environment where possible, in order to minimize risk to health of all personnel. The Global Health discipline introduced the Health Hazards Assessment E-score tool to document the identification, assessment and management of all potential health hazards in the workplace. A global work instruction describes this process for site-specific assessments.

Since Aker Solutions operates in more than 20 countries globally, Occupational Health Services (OHS) may have different set-ups in each country. Aker Solutions' Global Health discipline is responsible for keeping an overview of the contractual partners and safeguarding the execution of the service. Aker Solutions companies and legal entities in each country are responsible for free access to and quality of the OHS delivered to all employees and hired-in personnel.

The main functions and tasks of our OHS are (but not limited to):

- assist with mapping and assessing health hazards and systematic surveillance of the work environment
- assist with making annual workplace health action plans and deliver reports on implementation of actions plans
- assist with industrial hygiene assessments and measurements
- guide on changes in work processes that may have implications on worker's health
- perform pre-employment health assessments, fitness for work and travel medical exams, including vaccination
- perform periodic health surveillance exams based on individual exposure to health hazards
- health promotion through courses, campaigns and seminars on work-life balance, healthy eating, exercise, smoke cessation and mental health resilience
- assist with expertise and information on health and safety training courses
- advice on prevention, management and promotion of workers mental and physical health
- advice on prevention of work-related injuries and illnesses, including identification and reporting of work-related illnesses

- assist with sick-leave follow-up, substance abuse programs, stress- and fatigue management and personal and family conflicts

The type of OHS delivered to the employees and hired-in personnel is determined by national health and safety regulation, client specifications and the company standard defined in our Health Management and Surveillance Procedure. Depending on the scope and type of services requested, some are delivered on site and some at the location of the OHS provider. Access to the services is secured in local agreements with the workers and confidentiality regarding personal medical information is ensured by the individual OHS provider.

Quality of the service is ensured through the process of assessing the competence of different OHS providers before contracting and checking their authorization. Aker Solutions' Global Health discipline provides advice to the local organization in the selection of the best possible provider. Furthermore, during the contractual period the HSSE or People organization engages in regular meetings with the service provider to adjust and improve the quality of services where and when needed. Workers are encouraged to give feedback if not satisfied with the service requested and delivered.

Information regarding non-occupational medical and healthcare services is mostly distributed via internal communications channels. Additionally, information is shared on local intranet pages and screens in common areas, where available. In some locations, regular employees may have access to a broader range of services than externals depending on the type of service offered, contracts and local agreements.

Aker Solutions offers a wide range of health promotion activities and initiatives. Some initiatives are global and aim to reach out to all personnel working for Aker Solutions, other initiatives are national or local and are specific to local needs and requirements. Numerous health promoting activities are offered at different locations, for example:

- gym facilities and group training
- online exercise classes
- company sports and social clubs
- mental health support line
- webinars on mental health

More on our approach to Health and Safety can be found **here.**