



Quality policy:

Onsite Treatment Services AS (OTS) shall continuously develop and maintain the quality system in order to be able to deliver services that which satisfy business partners, stakeholders and our own quality requirements.

The quality system will work as an effective control tool internally in the company to prevent deviations at all levels in addition to identifying risks and opportunities in the organization.

We will continuously work to improve our processes in the company so that our customer's expectations and requirements are met.

OTS shall ensure that all personnel have the necessary competence and experience to a sure that all operations are performed in accordance with the customer's requirements.

OTS should be a preferred supplier because the quality of the work we perform is above the customer's expectations. We will achieve this by:

- Focus on our customer's requirement
- Ensure high and correct competence among our employees
- Evaluation and improvement of our internal processes

Quality goals:

Our quality goals should reflect the policy and we will focus on:

- **Customer Satisfaction:**
- **Internal Quality Cost:**
- **Increased Competence:**
- **Delivery quality to customer:**
- **No incorrect deliveries from critical suppliers:**



HSE policy:

In OTS, health, environment and safety will be an integrated element in all planning and implementation of our services. All work shall be planned, organized and carried out with focus on human safety and protection of the external environment.

OTS has a zero-injury philosophy and our goal is to have no injuries, lost working days or work-related illnesses.

We will achieve this by continuously improving our quality management system through systematic evaluation of working processes, internal control measures and measures to continuously identify hazards and environmental risks.

All employees in OTS shall be involved in our health, environment and safety work and take responsibility for ensuring that continuous and measurable improvements are achieved.

We will work continuously to have a safe workplace for our employees where the work environment and well-being are an important driving force.

HSE goals:

- **No injuries to personnel**
- **Sick leave must be less than 2.5%**

Environmental policy:

OTS's ambition is that all activities have the least possible impact on the external environment and that we continuously improve our environmental performance. This means that we must comply with requirements given in environmental legislation and have a continuous focus on our suppliers' compliance with environmental requirements.

Environmental goals:

- **No emissions to the external environment**



OTS ETHICAL GUIDELINES

OTS are working according to the following ethical guidelines:

- Internationally recognized human rights will always be respected
- There will be no discrimination or harassment based on gender, sexual orientation, race / nationality, age, religion, disability or political beliefs.
- All employees can join a trade union
- We will always follow current labour legislation, signed collectively agreements and company values.
- We want to run our business in a way that has the least possible impact on the environment
- We should always try to avoid using minerals that are extracted and sold from country where armed conflict, oppression and violence occur
- We want to ensure that no child labour is used to carry out the work by us or our subcontractors
- We will ensure that no illegal payments are made to private individuals or companies to obtain preferential treatment

Øyvind Jensen

CEO

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