

Health, Security, Safety and Environment (HSE)

1 OBJECTIVE

Hydro's ambition is to demonstrate courage, foresight, respect and a strong sense of responsibility for people and the environment. Hydro will be in the forefront in environmental care and industrial safety. This directive lays down the necessary Hydro policy and requirements governing our HSE efforts and the requirements relating to our HSE management systems to achieve this ambition.

2 SCOPE

The directive covers all HSE aspects, applies to all parts of the value chain, and all our other activities;

- extraction and procurement of raw materials
- transport and storage
- the technical and operational integrity of our production systems
- handling and use of products
- waste disposal, reuse and recycling
- acquisitions, mergers, investments, divestments, closures, commercial agreements, modifications and development of new products and processes.

It is mandatory for all consolidated group companies and for all joint ventures where Hydro is the operator or has an ownership interest of more than 50%. For joint ventures where Hydro has an ownership interest of 50% or less and for contractors and suppliers we shall exert our influence to produce consistency with this directive.

3 RESPONSIBILITIES

All employees are responsible for their own health, security and safety and shall cooperate and contribute to the creation of a safe, secure and healthy working environment and to the achievement of the company's environmental obligations and goals. Specifically, every employee shall execute his or her task in a secure, safe and efficient manner in compliance with applicable requirements and guidelines.

The Corporate Management Board is responsible for the establishment and deployment of Hydro's policy concerning Health, Security, Safety and Environment, and for the elaboration of those related corporate steering documents as are deemed necessary.

Managers at all levels shall address all relevant HSE issues. They are accountable for the HSE performance of their operations/activities, including an appropriate level of security, and for compliance with statutory requirements and Hydro's corporate steering documents.

They are responsible for integration of applicable HSE practices into the business processes for which they are responsible and shall show determination and commitment to HSE through active leadership, i.e. driving the continuous improvement process: setting goals, follow-up and support the HSE activities, and building a sustainable HSE culture.

Corporate HSE staff shall, on behalf of the Corporate Management Board, ensure that Hydro's activities are carried out in conformity with statutory regulations and Hydro's corporate steering documents. They shall assume ownership of the Health, Security, Safety and Environment Processes, assist in making information concerning HSE available, and facilitate cooperation, networking and the exchange of best practices in these fields.

In cooperation with the Corporate HSE staff, **units** shall facilitate information exchange and develop common attitudes and standards across national boundaries and Business Area/Sector dividing lines.

Health, security, safety and environmental issues shall be resolved within the appropriate organizational level, i.e. as low as possible and practical.

4 DESCRIPTION

4.1 HSE Policy

In respect for the inherent worth of all people, the value of the earth and the resources it provides, Hydro is determined to work ambitiously, through continuous improvement, for a healthy work environment, safe and secure conduct, and low environmental impact.

We will design our products, develop and use technology to produce minimum adverse effect on the environment, making efficient use of energy and resources.

At the strategic and operational levels we will shape our businesses with due concern to HSE, including the health and safety of our neighbours.

When acquiring or entering into commercial agreements with companies that are far from our standards, we shall set ambitious goals to ensure significant improvements in their HSE performance.

We will systematically seek to deepen our understanding of HSE risks and effects of our activities, promote transparency and routinely publicize our health, security, safety and environment goals and report on status and progress in a dialogue with our stakeholders.

We will continuously work to reduce environmental impacts and risks related to our activities, and contribute to sustainable products and production in a life-cycle perspective.

We are determined to have no injuries on our premises, and work continuously to avoid work related illnesses, property damage and production loss.

We will encourage our employees to adopt a healthy, safe life-style for themselves and their families.

If accidents occur, we shall be prepared to do the utmost to prevent and mitigate injury, damage to the environment, property and Hydro's reputation. Saving life has the highest priority.

We will protect personnel, premises and activities against conscious and negligent unauthorised actions, balancing the company's need for protection of the integrity of employees and third parties.

In the annex you will find principles/ policy documents on selected HSE issues where such are deemed necessary.

4.2 HSE management system

All our activities shall be in compliance with statutory requirements and Hydro requirements.

Production sites shall be in compliance with the ISO 14001 standard or equivalent.

We shall achieve our goals through the systematic management of HSE risks and opportunities, and the development of and adherence to a common HSE management system built on good practice and experience, as described in detail in procedure NHC-CD04-1: "Hydro HSE Management system".

Hydro encourages the use of nationally and internationally recognised standards, guidelines, procedures and acceptance criteria. If needed, sector specifications should be established for issues not covered by such.