

# HSE Policy

Hydro believes in Health, Safety, Security and Environment (HSE) excellence. Our ambition is to set health, safety, security and environment as core elements of Hydro's identity and business success. The company will be recognized for its outstanding performance, demonstrating a strong sense of responsibility for people and the environment, and through innovation and efficient production, contributing to the creation of a sustainable society. All who work in Hydro are expected to understand, promote and assist in the implementation of this Policy.

## Responsibilities

We value human life above all other considerations and will not compromise our HSE ambitions.

Management must have knowledge of relevant HSE issues and demonstrate HSE commitment through hands-on leadership and behavior.

## A Safe and Healthy Workplace

Hydro is committed to the provision of safe and healthy working conditions for the prevention of work-related injury and ill health.

Hydro is committed to the elimination of HSE hazards and reduction of HSE risks related to our operations.

Hydro will protect the security of our personnel, environment, assets, reputation and stakeholders against damaging incidents caused by deliberate actions.

Hydro will contribute to the promotion of health and wellbeing.

## Environment

Hydro recognizes its role in contributing to a sustainable society and is committed to minimizing its environmental footprint at all stages of the aluminium value chain.

Hydro will work systematically to improve resource efficiency, reduce emissions and implement the waste mitigation hierarchy, working towards the concept of a circular economy.

Hydro will also work systematically to prevent pollution and address our impacts where necessary, protecting and/or restoring both the environment and the value of our assets.

## Compliance

Hydro is committed to the fulfilment of legal and other requirements, including Hydro internal HSE and Security requirements.

## Emergency

If incidents occur, we shall be prepared to do the utmost to prevent and mitigate injury, damage to the environment, property and Hydro's reputation.

## Continual Improvement

We are committed to the continual improvement of our HSE management system to enhance HSE performance. We continually review our HSE standards, our conduct and our equipment to reduce risk and environmental impact.

Hydro shall set and review measurable and achievable HSE objectives to assess our performance.

We are committed to the consultation and participation of workers and workers' representatives in HSE matters.

## Value Chain

We have a commitment to our customers to not only comply with all applicable HSE standards and regulations throughout our value chain, but also increase the awareness of HSE-related matters to drive industry change. We see it as our role to develop knowledge in both directions of our value chain to reach world class HSE performance.

## Communities

We will be an active member in societies where we operate and building skills and capacity within surrounding communities, government and organizations on HSE matters to create mutual benefit.

## Communication

We will be open and transparent in our communication with stakeholders. This policy is made available to all employees, contractors and to the public.