

Memo



Date 14 November 2019
Subject **Health Safety Environment & Quality Policy**
To All employees, purchase labor and sub-contractors of Mouawad Consulting AS and/or URSA AS

Mouawad Consulting AS and URSA AS are companies specialising in environmental engineering and offer a wide range of equipment and services to its clients.

Mouawad Consulting AS and URSA AS are committed to meeting the requirements and expectations of legislation, clients, stakeholders and staff. Our commitment to meet these requirements and expectations will be achieved by:

1. Having an Integrated Management System (IMS) that meets the needs of the company and complies with relevant legal and other requirements including the current versions of the following management system standards:
 - ISO 9001 Quality Management Systems
 - ISO 14001 Environmental Management Systems
 - AS/NZS 4801 Occupational Health and Safety Management Systems.

The BWM Platform is our IMS, accessible from www.bwm.no and works as both our Intranet, project tracking, quality assurance and sales tracking platform.

Our Quality Management System is based on the Mouawad Consulting Qualification, Safety, and Certification Scheme (MQSC).

2. Informing all staff of this policy and ensuring that the requirements of the policy and the IMS are appropriate and understood.
3. Reducing risks to health, safety and the environment so far as is reasonably practicable through the development of appropriate procedures which enable us to recognise and mitigate or eliminate the causes of illness, injury and pollution.
4. Setting of clear business, quality, environmental and health and safety objectives designed to maintain or improve performance.
5. Maintaining a commitment to comply with all applicable legal and other requirements including industry standards supplier, third party and customer requirements.
6. Providing information, instruction, equipment and training or supervision to employees and contractors as is necessary to enable them to perform their work in a way that is safe and without risks to health or the environment.
7. Identifying, controlling and endeavouring to reduce emissions, waste and the inefficient use of resources and energy.
8. We're committed to consulting and encouraging participation of our staff in HSEQ matters.
9. Periodically reviewing and auditing our IMS to highlight deficiencies and areas for improvement. Through this process we aim to mature and continually improve the effectiveness of the management system.

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All employees are made aware of the policy and active communication and participation is encouraged at all levels within the organisation.

Jad Mouawad
CEO

Dated 14 November 2019