

Health, Safety, and Environment (HSE) Policy

1. Introduction

Avinto acknowledges that maintaining high standards of health, safety, and environmental responsibility is integral to the growth and well-being of the organisation and its people. We are committed to ensuring a safe and healthy workplace for all employees and preventing work-related incidents, accidents, injury, and/or illness among employees, contractors, and other stakeholders. At Avinto, we also aim to implement effective measures to protect the environment and reduce pollution.

This policy reflects Avinto's commitment to complying with applicable laws and regulations and respecting the rights of those directly affected by our operations.

2. Policy Statement

This policy is intended to operate simultaneously with Avinto's values, other corporate policies, and the Code of Conduct. At Avinto, the health, safety, and well-being of our employees, contractors, clients, and all stakeholders are of high priority. We are committed to creating a safe, healthy, and environmentally responsible workplace by promoting a culture of safety, and continually improving our HSE practices.

3. Scope of the Policy

This policy applies to all employees, contractors, suppliers, and other individuals engaged with Avinto in all aspects of our business operations in Norway and Nepal. All stakeholders are expected to uphold these standards to ensure a safe and responsible working environment.

4. Vision and Objectives

Avinto recognizes that the well-being of individuals is closely tied to the health of the environment and is committed to sustainability efforts that benefit both the planet and communities as a whole. The vision and objectives of Avinto's HSE policy include:

- Identify and assess the potential risks to the well-being of all stakeholders
- Prevent work-related accidents, injuries, and health issues by implementing appropriate control measures
- Foster a safe workplace where employees feel encouraged to report hazards, unsafe practices, and health concerns
- Adhere to all relevant local, national, and international health, safety, and environmental regulations
- Support the physical, mental, and emotional health of all stakeholders
- Adopt preventive measures in business processes to safeguard health and safety
- Promote awareness among employees, contractors, business partners, and other stakeholders to develop a positive HSE culture
- Strive to reduce environmental impact through waste optimization, resource conservation, and recycling
- Develop systems to monitor and review the organisation's health and safety performance, address errors, and implement corrective measures

5. Commitments

Avinto is committed to conducting activities in a manner that minimises adverse impacts on the planet, people, and the environment. At Avinto, we prioritise the intrinsic connection between the health, safety, and well-being of the organisation and our people. Our goal is to create psychologically safe environments where everyone feels comfortable raising concerns about the well-being of themselves or that of others. Avinto is dedicated to ensuring a safe and ergonomic workplace by providing appropriate office furniture, workstations, and equipment, alongside regular risk assessments to address potential hazards, including electrical and environmental concerns related to IT equipment.

At Avinto, we encourage employees to maintain a healthy work-life balance, take regular breaks, and seek professional support when needed. We strive to maintain a workplace where employees can promptly report accidents, incidents, or unsafe conditions. Additionally, Avinto is dedicated to minimising our environmental impact through waste reduction, energy conservation, and the adoption of sustainable practices in our operations.

6. Responsibilities

The management at Avinto is responsible for ensuring the day-to-day safety of employees. This includes overseeing compliance with health and safety procedures, monitoring and investigating any incidents of accidents or ill health, and promptly addressing any safety concerns.

All employees at Avinto are equally responsible for upholding this policy. They are expected to follow health and safety procedures, report potential hazards, and actively contribute to creating and maintaining a safe and healthy working environment.

7. Reporting HSE-related Hazards

Avinto is committed to ensuring a safe working environment. Employees are required to promptly report any environmental, health, or safety hazards they encounter, witness, or suspect. Reports can be made to a supervisor, manager, human resources representative, or through Avinto's whistleblowing channel, ensuring swift action to address the issue.