

# Policy

## Global policy for quality, health, safety and environment (QHSE)

At Ørsted we are committed to conducting our business in a manner that protects the health and safety of people and the environment while delivering quality projects and services across the world.

### Strong commitment to QHSE

To protect people and assets, drive efficiency and support our surrounding nature we set the highest standards for quality, health, safety and environment (QHSE). We actively pursue a world class way of working, seeking maximum business impact and high efficiency in the way we work.

### Introduction

Through our QHSE activities we support a high-performance company culture.

- **Quality** – Always deliver on customer and stakeholder commitments, while continuously optimising our efficiency.
- **Health** – Constantly strive towards a strong health performance and ensure the well-being of our people.
- **Safety** – Manage risks to keep them as low as reasonably practicable, aiming to keep our people safe above all.
- **Environment** – Minimise our environmental impact throughout the full asset life cycle and across our operations.

### Eligibility

This policy applies as of 1 April 2024 and includes all employees in all Ørsted entities. If any provision in this policy conflicts with country legislation, such legislation prevails.

All employees must keep themselves informed about and follow this policy, and Ørsted reserves the right to amend this policy at any time.

### What we do

- Base decisions on relevant and valid data
- Have and follow adequate and clear processes
- Assess risk and act accordingly, caring about people, the planet, and business results
- Grow a culture of continuous improvement
- Influence our supply chain through clear requirements and targets for QHSE performance and improvement

### Compliance and enforcement of policy

We are all responsible for adhering to this policy and for following supporting corporate standards, procedures, and processes.

Furthermore, we will ensure compliance with our management system 'way we work', our 10 Life-saving rules and any prevailing legislation, regardless of where we operate, and apply recognised norms and standards relevant to the scope of work.

You can find more information on our life-saving rules [here](#).

### Country-specific guidelines and procedures

This policy may be supplemented by country-specific guidelines and procedures to ensure implementation and compliance, e.g., country policies, guidelines, or employee handbooks.

### Related policies, standards, and processes

Tool: [way we work](#)

### Contact

If you have any questions to this policy, please contact the policy owner.

For questions related to specific employee arrangements and legal requirements in a specific location, please contact the People & Development (P&D) organisation in the employee's country of employment. The country contact person can be found on the '[Employment terms and policies](#)' Vital page under the country boxes for specific country terms and policies.

In case this policy is breached, people leaders must contact the P&D organisation for guidance on how to handle the situation.

For further information on Ørsted's general global and country-specific employment terms and policies, please see [the relevant pages on Vital](#)

### Policy Owner

This policy is owned by QHSE



**Rasmus Errboe**  
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## Document references

Document Number	Document name
DOC-004855	Global policy for quality, health, safety and environment (QHSE) (ZH)
DOC-005968	Global policy for quality, health, safety and environment (QHSE) (DE)
DOC-006167	Global policy for quality, health, safety and environment (QHSE) (ES)