




# Health and Safety

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	Company:	Techvalue Norway AS		
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	Doc. No.:	TVN-GL-027	Rev.	01

#### Amendments Log:


01	Initial Release
Rev.	Changes:

	Company:	Techvalue Norway AS		
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**Content**

1    Health and Safety Policy Statement..... - 4 -

2    Drug and Alcohol Abuse Policy Statement – Drug Free Workplace..... - 4 -

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## 1 Health and Safety Policy Statement

- To provide adequate control of the health and safety risks arising from our work activities.
- To consult with our employees on matters effecting their health and safety.
- To use suppliers and sub suppliers who has established and maintained the highest standards for health and safety.

Techvalue Norway AS will evaluate the effectiveness of the HSE systems of our suppliers.

- To provide and maintain safe working conditions.
- To provide information, instruction and supervision for employees and suppliers.
- To ensure that all employees are competent to do their tasks, and to give them adequate training.
- To prevent accidents and cases of work-related sickness/poor health.
- To review and revise this policy when necessary and at regular intervals.

## 2 Drug and Alcohol Abuse Policy Statement – Drug Free Workplace

Techvalue Norway AS values its employees and recognizes their need for a safe and healthy work environment. Furthermore, employees abusing drugs and alcohol are less productive and are often a risk to the safety and productivity of our Company. The establishment of a Drug-Free Workplace Policy is consistent with this Company's desire to promote a safe and accident-free workplace.

### DRUG AND ALCOHOL POSSESSION AND USE PROHIBITED:

1. Techvalue Norway AS prohibits the use, possession, sale, manufacture, and/or distribution of alcohol and illegal/controlled substances and/or drug related paraphernalia on Company premises or while performing duties for Techvalue Norway AS, while away from Company premises during working hours.
2. For purposes of this policy, the term "Company premises" or "Company property" includes all property owned, leased, used or under control of Techvalue Norway AS including but not limited to Techvalue Norway AS offices, facilities, all work locations, vehicles and equipment.
3. The substances prohibited by this policy include such items as any illegal or unlawfully obtained drug or controlled substance or prescribed medication not being used as described, as well as any alcoholic or intoxicating beverage.
4. Compliance with this policy will be required by Techvalue Norway AS, as a condition of employment for qualified applicants or for continued employment of current employees. The presence of detectable amount of prohibited substance in an employee while working and/or during working hours may be deemed a violation of this policy, regardless of when or where the substance entered the employee's system.