

## Health, safety and the environment (HSE)

SpareBank 1 Østlandet works systematically with health, safety and the environment (HSE). The goal of the HSE work in SpareBank 1 Østlandet is to protect the lives and health of employees, to develop and maintain a good working environment and to safeguard facilities and assets, as well as the environment.

It is a goal that no one should be injured or suffer damage to their health as a result of their work in the Group.

The work is carried out in accordance with the “Regulations relating to Systematic Health, Environmental and Safety Activities in Enterprises” (Internal Control Regulations) laid down by the Royal Decree of 6 December 1996, with effect from 1 January 1997.

SpareBank 1 Østlandet has appropriate procedures and routines in place in accordance with current laws and regulations for all activities that may affect the working environment and safety.

A separate Cooperation and Work Environment Committee (SAMU) has been established, composed of the following representatives:

- From management: The CEO, the Head of HR and Legal, as well as two additional management representatives
- From the trade unions: Two representatives from the Finance Sector Union of Norway in SpareBank 1 Østlandet, as well as two representatives from LO Finans Østlandet
- From the safety service: Chief safety representative and deputy chief safety representative
- Representative from the occupational health service (without voting rights)

### Action

- Basic working environment training for managers and safety representatives
- Information on goals and plans in the area of health, safety and the environment
- Specific system for registration and follow-up of undesired incidents
- Rectification of the causes of any deviations or incidents to prevent recurrence
- Implementation of safety inspections
- Implementation of exercises to enable the management of critical situations such as fire, robbery or threats
- Annual risk assessments as a basis for risk mitigation measures.