



QHSE Policy

Contents

1	Quality-Policy.....	3
2	HSE-Policy.....	3
3	Social Responsibility and Integrity Policy.....	3

1 Quality-Policy

Tampnet is committed to meet the requirements of relevant standards, laws and regulatory requirements and continually improve the Quality Management system.

We shall strive to meet customer requirements, needs and expectations, and always be a preferred supplier and partner within our niche area on- and offshore high capacity communication network.

High competence and good business ethics shall define us, and our quality standards applies to all employees and business partners.

Our employees are ambassadors for Tampnet`s values and leadership principles no matter where in the world we operate.

2 HSE-Policy

Tampnet is committed to meet requirements of applicable laws and regulations (Working environment act/ Regulations relating to systematic HSE activities in enterprises).

Employees of Tampnet shall have a good and open working environment promoting the exchange of ideas, competence and experiences.

We enforce company safety and health rules and require employees and consultants to follow the rules and practice a STOP job philosophy as a condition of employment.

We shall have a “zero harm philosophy” in relation to injuries, accidents and environmental damage.

Health, safety and environment shall be an integrated element of all planning and implementation of our activities. We will achieve this through visible management commitment, the implementation of systematic internal control measures, risk assessments and initiatives to continually identify hazards and environmental risks.

Tampnet is committed to continuously improve our environmental system and prevent pollution, and comply with requirements of applicable laws and regulatory requirements.

We shall limit the negative impact on the environment from our activities.

3 Social Responsibility and Integrity Policy

We expect that everyone behaves respectfully towards others and act in line with company values.

We will achieve this by:

Maintaining high business standards and ethical awareness in our daily business to ensure Tampnet`s integrity.

Fulfilment of relevant requirements in the UN Universal Declaration of Human Rights and respect local laws wherever we work.

Ensuring equal opportunities regardless of age, marital status, gender, sexual orientation, beliefs, nationality or ethnicity and encourage diversity.

Identifying and understand the potential social and cultural impact of our work.

Conducting to our business in an honourable way and promote free competition in relation to vendors opposing to any form of corruption.