



# HSSEQ PROGRAM 2013-2014

Deeper  
Understanding



## **CORE VALUES:**

SAFE – ACCOUNTABLE - COMPETENT - CREATIVE



## **CORE VALUES**

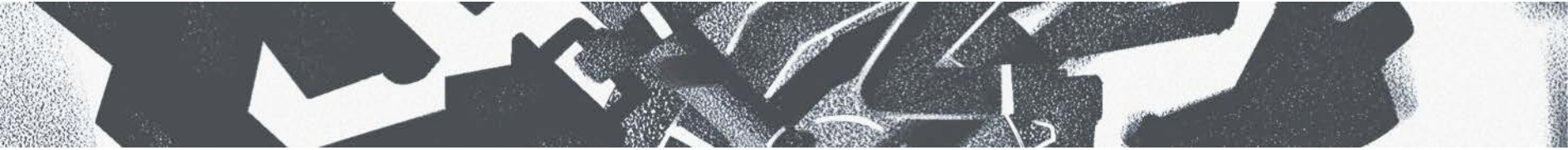
**SAFE**

ACCOUNTABLE

COMPETENT

CREATIVE

- We shall perform all our work with a zero mindset. We shall plan and execute all processes without compromise to safety.
- Management shall create a safe, caring and motivating working environment.



## CORE VALUES

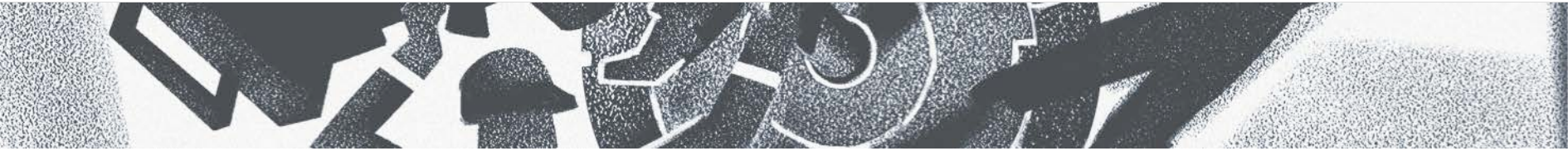
SAFE

**ACCOUNTABLE**

COMPETENT

CREATIVE

- We shall be a dedicated supplier, demonstrating responsibility and ownership to all services. We shall provide the right attitude and ethics.
- Management shall support the employees and consultants with guidance and respect.



## **CORE VALUES**

SAFE

ACCOUNTABLE

**COMPETENT**

CREATIVE

- We shall deliver our services with compliance to professional standards, and constantly strive to expand our competence.
- Management shall focus on competence enhancement for career development



## **CORE VALUES**

SAFE

ACCOUNTABLE

COMPETENT

**CREATIVE**

- We shall be a frontrunner with creative solutions to new or existing challenges. We shall strive for safe and efficient solutions.
- Management shall create a multidisciplinary work culture, with focus on “development for the future”.



# PURPOSE AND OBJECTIVE

## VISION

To become an international service provider through a position as market leader on the Norwegian Continental Shelf

## MISSION

Provide clients with effectiveness and efficiency beyond their internal capacity



## HSSE

# POLICY

Ross Offshore HSSE Management System is based on involvement and commitment from all our employees which will show consideration for the protection of health, safety and environment through our attitude and behavior in all we do.

Ross Offshore shall take responsibility for the future through continuously influence the business to protect the environment and the employees' health and safety in cooperation with our Customers.





## HSSE

# WE ARE COMMITTED TO

- Implement and maintain the HSSE Policy at all levels in the organization
- Integrate and improve Health, Safety, Security and Environment in all our activities
- Continuously develop sustainable technology and working processes
- HSSE hands-on leadership and behavior in all our activities
- Openness in all HSSE issues with stakeholders
- All activities shall be fully in compliance with authority requirements, regulations and legislation



## QUALITY POLICY

It is the policy of Ross Offshore to achieve the highest standards of product quality and customer service.

In order to achieve the policy objective, the company shall hold a quality management system in accordance with the latest ISO 9001 standard.

The quality management system shall serve to communicate expectations, establish controls and foster a culture committed to excellence and continuously improvement in everything we do.



## QUALITY

### WE ARE COMMITTED TO

- meet the objectives of the company, departments and individuals to achieve the highest standard of product and service quality
- incorporate a quality management system that serves our clients and customers, and helps Ross to develop and maintain a position as a leading service provider to the Oil & Gas industry
- become an international service provider through a position as market leader on the Norwegian Continental Shelf
- provide superior products and services which consistently meet or exceed our clients' and customers' expectations
- full implementation of the company Quality Policy, its Manual, Procedures and Systems at all levels within the Company
- review our Company Management System (CMS) annually to ensure its continued effectiveness across all areas of the business

CORPORATE

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## **CORPORATE QUALITY**

- Verify focus on Ross Offshore HSSEQ standards through corporate audits
- Structured competence mapping and development (KOS)
- Continuously improve Company Management System structure and processes
- Focus on customer satisfaction and customer added value
- Corporate ISO 9001 certification
- Encourage open door policy and open communication
- Continuously develop Ross communication & information structure

## **CORPORATE**

# **HEALTH, SAFETY, SECURITY AND ENVIRONMENT**

- Hold a Company Crisis Management System to protect our people and our business
- Manage business and operational risks at all levels
- Focus on Safety Leadership & Compliance
- Carry out Work Environment Survey (WES) every other year
- Promote welfare fund and guidelines for its use to promote occupational health
- Perform a voluntary “Screen Cancer Project” for our employees and consultants
- Continuously develop a culture of teamwork by having fun and shared occasions
- Zero fault philosophy
- Influence the business units to protect the environment by focus on environmental aspects

# CORPORATE KEY PERFORMANCE INDICATORS

<b>Quality</b> <ul style="list-style-type: none"><li>• Zero overdue audits from the annual audit plan</li><li>• Client satisfaction score &gt; 80%</li></ul>	<b>Health</b> <ul style="list-style-type: none"><li>• Zero work related illness</li><li>• Sickness absence &lt; 3%</li><li>• (1-6 scale) goal &gt; 4 WES</li></ul>	<b>Safety</b> <ul style="list-style-type: none"><li>• Zero serious incidents</li></ul>	<b>Environment</b> <ul style="list-style-type: none"><li>• Zero reportable discharge to sea</li><li>• Air travel; yearly red. 20%</li><li>• Paper consumption; yearly red. of 20%</li></ul>
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ROSS WELL MANAGEMENT

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## ROSS WELL MANAGEMENT QUALITY

- Maintain ISO 9001:2008 accreditation status
- Ensure “up to date” organizational knowledge of rules and regulations for the petroleum industry
- Establish work processes for new business opportunities
- Focus on “Tender & Contract” processes
- Structured competence mapping and development (KOS)
- Focus on customer satisfaction and customer added value
- Encourage open door policy and open communication
- Continuously develop the communication & information structure

## **ROSS WELL MANAGEMENT**

# **HEALTH, SAFETY, SECURITY AND ENVIRONMENT**

- Maintain ISO 14001:2004 Environmental standard accreditation status
- Manage operational risks at all levels
- Run regular security inspections in order to assure Ross Offshore operate according to client confidentiality requirements
- Ensure compliance with all authority requirements
- Improve lessons learned, both internally and across clients, from relevant audits and incidents
- Run HSSE brief to first time visitors
- Continuously develop a culture of teamwork by having fun and shared occasions

# ROSS WELL MANAGEMENT KEY PERFORMANCE INDICATORS

<b>Quality</b> <ul style="list-style-type: none"><li>• 100% score AfC and AfD</li><li>• Client satisfaction score &gt; 80%</li></ul>	<b>Health</b> <ul style="list-style-type: none"><li>• Sickness absence &lt; 3%</li><li>• Zero work related illness</li><li>• Quarterly social gatherings</li><li>• (1-6 scale) goal &gt; 4 WES</li></ul>	<b>Safety</b> <ul style="list-style-type: none"><li>• Zero serious incidents</li></ul>	<b>Environment</b> <ul style="list-style-type: none"><li>• Zero reportable discharge to sea</li><li>• Air travel; yearly red. 20%</li><li>• Paper consumption; red. 20%</li></ul>
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ROSS RESOURCES

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## **ROSS RESOURCES**

# **QUALITY**

- Focus on Corporate Values and Quality Policy
- Improve work processes in accordance with ISO 9001
- ISO 9001 Certification
- Structured competence mapping and development (KOS)
- Continuously improve Company Management System structure and processes
- Focus on customer satisfaction and customer added value
- Encourage open door policy and open communication
- Continuously develop the communication & information structure

## **ROSS RESOURCES**

# **HEALTH, SAFETY, SECURITY AND ENVIRONMENT**

- Continuously focus on Corporate HSSE Policy
- Manage operational risks at all levels
- Establish objectives for minimum one significant environmental aspects
- Always run HSSE brief to first time visitors
- Continuously develop a culture of teamwork by having fun and shared occasions
- Ensure compliance with all related authority requirements
- Initiate “Screen Cancer project” for consultants
- Personal visits to all consultants every quarter
- Perform consultant satisfaction survey

# ROSS RESOURCES

## KEY PERFORMANCE INDICATORS

<b>Quality</b> <ul style="list-style-type: none"><li>• Consultant turnover &lt; 30%</li><li>• Client satisfaction score &gt; 80%</li></ul>	<b>Health</b> <ul style="list-style-type: none"><li>• Sickness absence &lt; 3%</li><li>• Zero work related illness</li><li>• (1-6 scale) goal &gt; 4 WES</li></ul>	<b>Safety</b> <ul style="list-style-type: none"><li>• Zero serious incidents</li></ul>	<b>Environment</b> <ul style="list-style-type: none"><li>• Air travel; yearly red. 20%</li><li>• Paper consumption; yearly red. of 20%</li></ul>
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ROSS SUBSURFACE

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Understanding



## **ROSS SUBSURFACE QUALITY**

- Implement Corporate Values and Quality Policy
- Improve work processes in accordance with ISO 9001
- ISO 9001 Certification
- Structured competence mapping and development (KOS)
- Continuously improve Company Management System structure and processes
- Focus on customer satisfaction and customer added value
- Encourage open door policy and open communication
- Continuously develop the communication & information structure

## **ROSS SUBSURFACE**

# **HEALTH, SAFETY, SECURITY AND ENVIRONMENT**

- Implement Corporate HSSE Policy
- Manage operational risks at all levels
- Establish objectives for minimum one significant environmental aspects
- Always run HSSE brief to first time visitors
- Continuous develop a culture of teamwork by having fun and shared occasions
- Ensure compliance with all related authority requirements
- Focus on “Attractive Employer” activities and KPI’s
- Ensure security and integrity for project offices

# ROSS SUBSURFACE

## KEY PERFORMANCE INDICATORS

<b>Quality</b> <ul style="list-style-type: none"><li>• Client satisfaction score &gt; 80%</li></ul>	<b>Health</b> <ul style="list-style-type: none"><li>• Sickness absence &lt; 3%</li><li>• Zero work related illness</li><li>• (1-6 scale) goal &gt; 4 WES</li></ul>	<b>Safety</b> <ul style="list-style-type: none"><li>• Zero serious incidents</li></ul>	<b>Environment</b> <ul style="list-style-type: none"><li>• Air travel; yearly red. of 20%</li><li>• Paper consumption; yearly red. of 20%</li></ul>
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ROSS LOGISTIC

# HSSEQ PROGRAM 2013-2014

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## **ROSS LOGISTIC QUALITY**

- Continuously improve experience transfer between projects
- Develop and improve the BU's procedures and processes
- Maintain ISO 9001:2008 accreditation status
- Focus on "Tender & Contract" processes
- Structured competence mapping and development (KOS)
- Focus on customer satisfaction and customer added value
- Continuous develop the communication & information structure

## **ROSS LOGISTIC**

# **HEALTH, SAFETY, SECURITY AND ENVIRONMENT**

- Plan operations with due consideration to environment
- Manage operational risks at all levels
- Always run HSSE brief to first time visitors
- Continuous develop a culture of teamwork by having fun and shared occasions
- Ensure compliance with all related authority requirements
- Focus on “Attractive Employer” activities and KPI’s
- Emphasize on “Corporate Values” at in-house meetings

## ROSS LOGISTIC

# KEY PERFORMANCE INDICATORS

<b>Quality</b> <ul style="list-style-type: none"><li>• Client satisfaction score &gt; 80%</li></ul>	<b>Health</b> <ul style="list-style-type: none"><li>• Sickness absence &lt; 3%</li><li>• Zero work related illness</li><li>• Quarterly social gatherings</li><li>• (1-6 scale) goal &gt; 4 WES</li></ul>	<b>Safety</b> <ul style="list-style-type: none"><li>• Zero serious incidents</li></ul>	<b>Environment</b> <ul style="list-style-type: none"><li>• Zero reportable discharge to sea</li><li>• 80% of vessel fixtures to be hybrid propulsion solutions</li><li>• Air travel; yearly red. 20%</li><li>• Paper consumption; yearly red. of 20%</li></ul>
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# LOCATIONS





# CONTACT

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