

A decorative graphic in the top left corner consisting of several concentric, overlapping ripples in a dark blue color, resembling water droplets on a surface.

# NORSAR's management system

Date: 2 January 2024





# NORSARs management system – the framework for our foundation

- The management system is the **foundation** for governance at all levels of the organization, and consists of policies, defined processes, roles, and responsibilities.
- The system supports us in the **safe** and **efficient** execution of activities, and helps us achieve our goals.
- We have a **risk-based approach**, with a desire for continuous improvement to provide a solid basis for learning, efficiency, and the delivery of high-quality services and products.
- **Everyone** working with us has access to the system on the intranet, receives regular reminders, and shares responsibility for compliance. Suggestions for improvements are **always** welcome!
- The system is **certified** in accordance with NS-EN ISO 9001:2015 – Quality Management Systems.

# NORSAR's values

## Innovation

- Be inventive, ambitious, and stimulate novel ideas
- Show foresight, see opportunities and challenges

## Openness

- Be curious, work together, and share experience
- Value diversity and be generous

## Inclusion

- Be honest and place clear demands on each other
- Communicate with precision, give and take constructive criticism

## Commitment

- Be proactive and faithful to decisions

## Manage

Risk management

Quality policy

Equal  
opportunities

Organization chart

Data policy

## Deliver

Project management and leadership

Operations and Monitoring

Test-ban and verification

## Support

Procurement

Communication

Personnel and HR

Internal audit

## Related documents

Authorisation matrix

GDPR

Personnel manual

HESQ manual

Ethical guidelines

Contingency plan

IT policy

Supporting documents



# Quality Policy

NORSAR shall deliver geoscientific research, geo-software, and services that meet our clients' demands and expectations.

## How we do it:

- Our activities shall be carried out in accordance with our **ethical guidelines**, with integrity, and in compliance with applicable requirements.
- NORSAR's operations shall be conducted with the highest possible consideration to **health, environment, and safety**.
- NORSAR shall be a workplace where everyone has **equal opportunities**, and provide a working environment that promotes our employees' health and well-being.
- Training and ongoing education shall contribute to **developing** our employees' **competence**.
- The quality management system shall be **improved continuously** through development and updating.



# Purpose – governing our activity

NORSAR's established purpose\* is, on an ideal and socially beneficial basis, to:

- Function as the national **competence and operations center** for Norway in the Comprehensive Nuclear-Test-Ban Treaty.
- Conduct **research and development** in related technologies (geophysical methods, infrasound, radionuclide) and geoscientific software solutions.
- Work towards the **application** of the results of this research both domestically and internationally to promote Norwegian business and society.
- Contribute to the **acquisition and development of expertise** within NORSAR's field of research, including the education of professionals.
- Engage in other activities **related** to the above, including collaboration, participation, and ownership in other companies and organizations.

The Foundation is **not** for profit and does **not** pay dividends.




# Health, environment, safety, and quality (HESQ)

NORSAR's aim is that our activities shall **not harm humans** and have as **little impact as possible on the environment**. Safe operation of all activities is a key goal.

**We put safety first!** Accordingly, we aim to operate with proactive risk management and continuous improvement. To achieve this, we:

- Promote an **active and committed** HESQ culture that establishes goals for HESQ and measures to which degree the goals are being met.
- Include HESQ assessments when **planning and implementing** our projects.
- Hold ourselves and our subcontractors **responsible** for complying with NORSAR's procedures.
- Communicate **openly** with those who might be affected by our activities.

NORSAR has a separate Quality Policy.

A small, realistic-looking globe of the Earth is positioned on the left side of the page, resting on a rough, grey rock. The globe shows the Americas and parts of Europe and Africa. The background is a soft, out-of-focus light brown.

# Zero tolerance for corruption, other financial misconduct, and human rights violations

We proactively ensure that NORSAR's operations and projects comply with current regulations pertaining to anti-corruption and other misconduct.

NORSAR engages in partnerships with enterprises across various countries, and exercises **conscious consideration** of the associated risks.

We **require** that all our suppliers, agents, and partners uphold a zero-tolerance policy for corruption, financial misconduct, and human rights violations.

Adherence to **compliance** is a cornerstone of our guidelines.





# Equality and inclusion

## Equal opportunities

Everyone who works at NORSAR has equal opportunities regardless of gender, ethnicity, religion, age, function ability, sexual preference, political views, and cultural background.

We believe that an inclusive working environment gives a competitive advantage and is a criterion for well-being. A working environment characterized by diversity and equal opportunities provides a foundation for innovation and achievement of our objectives.

## Gender Equality Plan

NORSAR has implemented a gender equality plan (GEP) in accordance with the criteria of Horizon Europe. The GEP has been in effect from January 1st, 2022.

# Organization Chart

