

Health, Safety, and Environmental Policy

To meet the requirements of ISO 45001 and ISO 14001 standards, Management is committed to:

- Undertaking a Continuous Improvement approach in the areas of Occupational Health, Workplace Safety, and Environmental Protection by implementing all necessary actions:
 - to provide healthy and safe working conditions aimed at preventing work-related accidents and illnesses
 - to eliminate hazards and mitigate Health and Safety risks
 - to minimize the environmental impact of its activities, specifically by preventing pollution and conserving resources
- Constantly adhering to applicable legislation and regulations relevant to the company while also considering the expectations of interested parties
- Participating in local environmental protection initiatives and promoting biodiversity
- Consulting and engaging interested parties in our processes
- Ensuring understanding of initiatives to encourage behavioral improvement in safety and health practices and in environmental protection
- Communicating Health, Safety, and Environmental objectives to employees and relevant stakeholders

Our objectives align with the strategic priorities identified in our annual Master Plan.

Health and Safety objectives are defined each year to identify and reduce risks for our staff, contractors, and visitors.

The actions and defined indicators focus on shared vigilance, particularly on:

- Strengthening "Safety" behavior:
 - By reducing risk factors identified in the comprehensive risk assessment document
 - By deploying field actions and training that are tailored closely to individual activities
- Reducing reported accidents, minor injuries, and occupational illnesses
- Identifying and addressing near misses and hazardous situations
- Limiting the risk of traffic accidents both inside and outside the company's premises

Environmental objectives are also defined annually to preserve natural resources and minimize our environmental footprint, based on the company's environmental impact analysis.

Performance indicators measure our energy and water consumption, waste generation, and chemical use.

The implementation of this policy relies on the commitment, participation, and skill of all personnel,

The undersigned, Arnaud BAÏLO, delegates the responsibility for the implementation and monitoring of the Occupational Health and Safety Management System to the Human Resources Director, and the Environmental Management System to the Director of Methods and Maintenance.



Arnaud BAÏLO
President of Dumarey Powerglide Strasbourg