

Commitment and Quality – Safety – Environment Policy

Our QSE policy is built around 3 pillars :

✓ **The Satisfaction of interested parties**

- ⇒ Our expertise and the competence of our employees enable us to innovate and offer our **clients** reliable, certified, ethical and competitive products.
- ⇒ To maintain the competence of our employees, their health and their engagement, we rely on :

1. SAFETY first :

The involvement of everyone to identify risks :

- Self-awareness and job knowledge, because each person is unique.
- Periodic safety meetings per workshop : sharing experience, making progress.
- Best practices, organisation, handling aids, ...

2. QUALITY of course :

Safe, high-performing and well-maintained machines.

Versatility and training.

Carefully selected and reliable suppliers.

3. PRODUCTIVITY finally :

A streamlined management structure enabling individual accountability.

Employee profit-sharing based on annual results.

✓ **The Respect of the Environment, legal, regulatory and ethical requirements**

We limit our environmental impact by managing our consumption and treating our waste, ... We ask our suppliers to comply with the United Nations Supplier Code of Conduct (*) whose core principles are Labour, Human Rights, Environment and Ethics.

✓ **The improvement of our Performance**

Moving forward by doing everything possible to :

- effectively address quality, safety, environmental and organisational non-conformities,
...
- analyse risk situations (SWOT, ...) and eradicate them.
- ensure long-term employment, retain our suppliers and satisfy shareholders.

I am committed to implementing all necessary means to achieve these objectives and to reviewing, in the Management Review, the indicators that demonstrate the effectiveness of our management system.

Aware that its effectiveness depends on the full commitment of everyone, I invite you, dear colleagues, to actively participate in the success of this continuous improvement approach and to remain competitive and a leader in our sector.

*Bertignat, 16 July 2025,
Mathieu FAVIER, Managing*

Director.

