

MANAGEMENT COMMITMENT AND QHSE POLICY

Quality, Health, Safety and the Environment are the main values of our company. Our future is driven by our commitment to strengthen these values.

Thanks to our commitment and efforts, we have been in business since 1977 and our experience is renowned and much appreciated by our clients.

To ensure our continued success, it is necessary to control risks and take opportunities as they present themselves.

Our QHSE policy and our Integrated Management System (IMS) are my responsibility as CEO. They are based on the following objectives:

- **Definition and implementation** by the Executive Committee and the management team of **our strategy outlined in the "Cap 2020 plan"**,
- **Meeting the market needs and improve our clients or relevant parties' satisfaction**
- **Achieving a healthy, safe and high-quality work and workplace for all our employees by:**
 - Providing safe and healthy workplaces,
 - Developing a real risk and injury prevention culture to eliminate hazards and reduce risk in our operations
 - Encouraging employees to report undesirable events or hazards without fear of reprisal
 - Setting out coherent management and assistance policies for all our employees and supporting them in achieving our Health and Safety performance goals.
 - Continued communication and clarification of OHS responsibilities
- **Protection of the environment and improvement of our environmental performance** by controlling the environmental risks and by managing deteriorating situations,
- **Collective commitment** to our **compliance requirements**, and to regulatory requirements (occupational health doctor, regulatory authorities...),
- **Improvement of our staff's skills** with regular trainings and continuous transmission of our know-how and professionalism,
- **Continuous improvement** through the implementation of innovative solutions and our willingness to adapt, reorganize or change.

Our "**Comité Social Economique- CSE**" (an internal committee composed of employees in charge of representing their interests) allows us to communicate better and to get employees' input regarding **Quality, Health, Safety and the Environment** issues and policies.

Our QHSE handbook, in conformity with the ISO 9001, ISO 14001 and 45001 standards, describes our organization and the main features of our Integrated Management System. **This is a valuable tool which guides us towards our objectives and allows us to evaluate our performance and strategy.**

We will monitor the implementation and the development of our QHSE system by conducting studies, analyses of our processes. We also commit ourselves to frequent management reviews and internal audits.

I am committed to implementing our QHSE policy and to providing the necessary resources so that we achieve the highest performance possible. I call on all our employees to actively take part in reaching our goals.

27th May, 2019
Jacques BORDIGNON,
C.E.O

