

Health, Safety, Environment Policy

The right to physical safety and moral integrity of the women and men who work at our sites, as well as respect for the environment are commitments that guide the Sonceboz Group.

To achieve this, we have procedures in place to :

- Prevent work accidents and occupational hazards. Among other things, we are committed to:
 - Providing personal protective equipment adapted to the risks
 - Securing our production tools by respecting the standards in place
 - Improving the ergonomics of our workstations
 - Training about risk for all employees who come into contact with chemicals
 - Being prepared for emergency situations and controlling the risk of fire.
- Allow everyone to work in a positive and fulfilling environment with safe and healthy working conditions.
- Limit the impact and avoid any harm to the environment through our business activities and our products. Among other things, we are committed to:
 - Knowing our carbon impact and setting targets for reducing it
 - Controlling our water consumption and the quality of our water and air discharges
 - Implementing sustainable management of our resources, energy, chemicals, and reducing the amount of non-recoverable waste.

The continuous improvement of our safety and prevention culture is based on the following principles :

- Involve each employee and manager in complying with preventative safety rules and respect for the environment
- Develop skills through safety awareness and training
- Include feedback from the team and relevant representatives when reviewing an event or situation
- Comply rigorously with rules, regulatory requirements, and expectations of our stakeholders
- Analyze our performance
- Manage changes, reduce risks, and control potential sources of danger.

This socially responsible approach also involves our suppliers and service providers. Through our innovative solutions, we aim to protect the environment and increase the level of reliability and safety for our Customers.

Pierre Gandel, CEO



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