

Health Safety Environment Policy

In accordance with the values of Groupe ADF, we have defined our Health, Safety and Environment policy. We are convinced that the protection of our staff, our customers and our co-contracting partners, as well as the protection of the environment are inseparable from the quality of our achievements. They are therefore **OUR OPERATIONAL PRIORITIES**.

Wherever we carry out our operations, Groupe ADF complies with applicable regulations and we supplement them, if necessary, with specific commitments, resulting from standards, from our customers' requirements as well as from our own experience.

We have been developing a culture of anticipation, discipline and prevention in order to reduce and mitigate these risks. As such, each employee, through his or her mission, must be aware of his or her personal responsibility in the prevention of accidents, the protection of health and environment, and the quality of the resulting achievements. To this end, he or she must exercise proven accuracy. This ability is taken into account through individual performance appraisals and has a direct impact on career development.

Groupe ADF favours in the selection of its partners and suppliers, those whose HSE policy and performance are consistent with our own policy and ambitions in this matter. We involve them in the enforcement of our HSE standards and their selection process takes into account their ability to proactively comply with our policy.

Groupe ADF develops processes, products and services with the aim of improving its environmental efficiency as well as its customers', who acknowledge we stand as a strong proposal-maker. Any new project launch, investment or innovation is undertaken after a risk assessment over the whole life cycle. In this regard, we mitigate our impacts and intend to reduce: our energy consumption, our greenhouse gas emissions and minimise our production of waste which are neither recycled nor used to generate energy.

Groupe ADF periodically assesses the risks and the effectiveness of the policies and measures enforced in order to ensure that they are mitigated for all interested parties. HSE management systems are regularly assessed by measuring the results obtained, defining improvement objectives, implementing three-year action plans and organising the associated monitoring.

Groupe ADF sets up crisis management plans and intervention resources to deal with various kinds of events. Drills are performed periodically to check the effectiveness of these measures and improve them if necessary.

Finally, Groupe ADF promotes an attitude of progress and transparency by fostering dialogue with stakeholders about health, safety and environment. This culture is in line with the high standards and progress mindset that has characterised the founding and growth of the company. Under the leadership of executive management, supported by the HSE network and the commitment of all the company's employees, I am asking you to do everything possible to promote these principles on a daily basis and not to substitute the objectives of progress with any kind of fatalism.

They are essential to sustainably strengthen the performance and reputation of Groupe ADF.

The Chairman - Chief Executive Officer

Marc ELIAYAN

