



# Health, Safety and Environment Charter

## Groupe ADF 2023 > 2025

In line with Groupe ADF values, we believe that the performance of our work is directly connected with the protection of our staff, customers and co-contractor partners and with respect for the environment. In order to **develop sustainably**, the Groupe ADF Health, Safety and Environment management system is robust and ambitious. Our policy is based on the following priorities:

- ✓ **Comply with the applicable regulations** and the specific commitments derived from our customers' standards and our feedback.
- ✓ **Develop a culture of anticipation, rigour and prevention** in order to reduce and control risks. To this end, each employee must be aware, through their job, of their personal responsibility as regards preventing accidents, protecting health and the environment and the resulting quality of work.
- ✓ **Choose partners and suppliers** whose HSE policy and performance are compatible with our own HSE policy and ambitions. We select them on the basis of their ability to proactively adhere to our policy and engage them in the application of our HSE standards.
- ✓ **Assess the risks throughout the entire life cycle** for any new projects, investments or innovations, seeking to improve both our own environmental efficiency and that of our customers, who recognise that we are a driving force.
- ✓ **Control and reduce our environmental impact:** our energy consumption, our greenhouse gas emissions and our generation of unused waste.

Groupe ADF periodically assesses the risks and the effectiveness of policies and measures put in place to control them for all interested parties. The HSE management systems are periodically assessed, by measuring the results achieved, defining the **improvement targets**, implementing three-year action plans and organising the associated controls.

Finally, Groupe ADF promotes an attitude of improvement and transparency by encouraging dialogue with stakeholders in the areas of health, safety and the environment. This culture is part of an exacting, progressive mindset which has characterised the company's creation and growth. Under the leadership of General Management, with the commitment of managers and support from the HSE network, we ask all Group employees to do their utmost to promote these principles on a daily basis and not to replace the improvement targets with some form of fatalism.

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