

QUALITY, HEALTH, SAFETY and ENVIRONMENT POLICY

Our QHSE Management System which is the result of our QHSE policy, is respectful of the various applicable legal and regulatory requirements and other requirements.

Customer satisfaction is at the heart of our approach, and we strive to always provide the highest quality products and service to global markets.

This policy stems from the Group's strategic orientations. The internal and external issues to which the company is exposed, as well as the expectations of the interested parties have considered.

The deployment in the company is materialized by a progress plan defined at the beginning of the year and articulated around the different processes of our integrated management system.

APEM's management is committed to putting in place the human, financial, organizational, and technical means, while promoting the use of the process approach and the risk-based approach, to:

- **Master the quality of products**
 - With in-depth problem-solving processes and robust change management process.
- **Respect delivery times.**
 - With better anticipation of the demand and alignment of procurement of material and components with this demand.
- **Increase innovation of products that meet the needs of customers:**
 - Improving project management to reduce time to market.
- **Minimize environmental risks**
 - With an action plan focused on significant environmental aspects (AES), covering the life cycle of products by focusing our efforts on recyclability, carbon impact of our transport and energy consumption, and by complying with the applicable requirements and obligations and by working to protect the environment and prevent pollution.
- **Ensure the health, wellbeing, and safety of staff**
 - Tracking lost time injuries and working on improvement using the Vision Zero approach.
- **Develop and enhance human resources**
 - Strengthening skills and emphasizing versatility and training.
- **Improve profitability**
 - Developing sales and reducing costs.

Our policy is based on a **continuous improvement approach** involving all the company's employees to achieve sustainable development for the company.

Our QHSE policy is also based on the **group Corporate Social Responsibility (CSR) approach**, so that we continue to manage our business and processes to produce an overall positive impact on society.

I undertake to promote this quality, health, safety, and environment policy, to take the responsibility of the effectiveness of our integrated management system, and to take, together with the Management Committee, the necessary decisions to ensure its implementation.



CEO
Marc ENJALBERT

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