



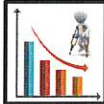
Politics Group Health & Safety CLAYENS

The terms Health and Safety have always been at the heart of the CLAYENS group's general policy (following OHSAS18001 in 2006 then ISO45001 in 2020), and the deployment of good practices across all of the group's subsidiaries is a leitmotif.

Our key issues are:



Compliance with regulations



The reduction of Work Accidents and Occupational Diseases



Continuous improvement of working conditions



Communication, consultation and participation of all employees in the Health & Safety policy

For each of the subjects defined above, we undertake:

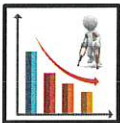
- That all group employees and external contributors work in a secure environment and in good working conditions taken into account from the design of new projects.
- To analyze and process all types of declared and detected accidents, incidents, near misses.
- To involve all of our staff in the realization and implementation of this policy.

This policy is materialized through the indicators and objectives below:



Regulatory compliance rate

Purpose: 100%



Number of work accidents

Purpose: 0



Frequency Rate and Severity Rate

Purpose: At least 10% below the rate of the profession



Occupational Disease Frequency Index

Purpose: At least the index of the profession

The indicators and actions linked to these objectives are the responsibility of the group HSEé department. A progress review of these objectives is carried out twice a year during the Health / Safety Management Review.

This policy is communicated to all operational and functional directors and made available on the group intranet. It is reviewed annually.

Genas, 17.01.2023

