



QUALITY, HEALTH, SAFETY AND ENVIRONMENT POLICY

Manoir Pîtres Plant

The sustainability and growth of Manoir Pîtres plant depend on customers' satisfaction and the quality of our economic results.

To achieve these goals, the quality, health, safety and environment (QHSE) factors have to be handled using the same continuous-improvement tools and the same management system.

Everyone participates actively in the continuous improvement of the plant. Therefore, the QHSE policy applies to the all people working within the factory of Manoir Pîtres (employees, temporary workers, sub-contractors, etc...), and to all activities and processes.

Manoir Pîtres has developed the following aims:

- Involve our managers and our employees in the same QHSE management system by empowering them; in particular, this will be through regular communications, training, raising awareness, internal audits, process reviews and management reviews.
- Conduct training, and develop and maintain our know-how.
- Increase collaborative and pro-activeness in our culture.
- Develop an approach driven by the analysis of risk at each level of the QHSE management system.

And, more particularly, we will enact the following:

Quality

- Optimise the consideration of customers' requirements (at offer and order review).
- Promote a safety culture.
- Identify and prevent the use of counterfeit, fraudulent and suspicious items (CFSI).
- Respect requirements linked to the Pressure Equipment Directive, as well as applicable normative and regulatory requirements.

Safety and Health

- Continue improving the safety results of the plant.
- Involve employees in the improving working conditions within equipment and organisational projects.
- Prevent professional diseases and address psychosocial risks.

Environment

- Raise the awareness of each person regarding the human and/or environmental impact of their actions.
- Decrease environmental impacts through increasing the commitment of our employees.
- Develop the regulatory compliance of our infrastructure and our activities.

I am committed to taking all the necessary steps to apply this policy, and I am counting on the commitment of each of you in order to achieve our targets.

Pîtres, 6th January 2020.

Henri DABAS
Manoir Pîtres plant manager