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Health, Safety and Environment (HSE) Policy

NICOMATIC rolls out its contribution to the Nicomatic Group's 2025 Ambition "limitless opportunities" through its own strategic axes:

- Customer experience
- To benefit from its collaborators' potential
- Business Growth
- Operational excellence

Our Health, Safety and Environment Management System (HSEMS) aims to prevent risks and to protect all the actors and goods of Nicomatic. It is based on:

- Sharing of an environmental security culture towards our stakeholders throughout our ecosystem
- Empowerment and education of the collaborators to the HSE culture

Our HSEMS is developing around several axes:

- To develop and to entrench our standards
- To integrate our HSEMS into our Quality Management System
- The Agility and Adaptability of our action plan

It allows us to:

- Ensure the safety of our collaborators and to prevent risks
- Provide to each collaborator or external actor a safe and healthy working place
- Respect every legal, regulatory requirement or any other ones that are applicable regarding HSE matters
- Measure then reduce professional risks linked to our activities and engage appropriate actions plan
- Control and reduce the environmental impacts due to our activities, preventing pollution, reducing energy consumption and our greenhouse gas and carbon emissions
- Partake in the steering of the environmental mainstay of our Corporate Social Responsibility (CSR)

All *Nicomaticians* are committed to meet the applicable requirements and to apply this dynamic and innovative policy by actively involving the entirety of Nicomatic Group's human, industrial and financial resources, while relying on the company's value.

