

GLOBAL POLICY **Electropoli**

The "Electropoli" brand must be synonymous of Quality, Services, Development, Safety, Environmental Protection, Satisfaction, for all Electropoli customers, shareholders, suppliers, administrations and employees, without exception. All this is achieved in a continuous improvement process, and in accordance with its compliance obligations.

The major areas on which we must concentrate our efforts are as follows:

Environment :

The implementation and monitoring of an environmental management system in accordance with a recognized standard, ISO 14001, should make it possible to:

- Control and monitor of our activities by taking into account regulatory requirements, but also the requirements of our shareholders and customers.
- Integrate a life cycle perspective on our environmental aspects and relevant issues such as the substitution of certain chemicals.
- Continuously improve our system, our environmental performance and more generally the protection of the environment, including the prevention of pollution.
- Sustainable environmental security for all Electropoli partners.

Our actions deployed in the Environmental Action Plans of each site must be in line with the following framework:

- **To ensure compliance:** with laws, regulations and other stakeholders requirements, such as maintaining ISO 14001, applicable to facilities used in our plants and to our operating procedures.
- **To prevent:** emissions from air and water discharges, waste, noise and spills, as well as industrial risks and their effects in order to preserve biodiversity and ecosystems.
- **To encourage:** the reuse, recycling and recovery of waste rather than its destruction or landfilling.
- **To anticipate:** the risks of pollution at source on processes, costs and impacts of raw materials, chemicals and different energies.
- **To improve:** the material resources and efficiency of treatments through studies of new technologies or treatment products, human resources through staff training and communication, and the development of the system through an Integrated QUALITY/ENVIRONMENT management system.

Customer satisfaction: We must make all of Electropoli's strengths available to our partners, and that is why, as Managing Director of the Electropoli Group, I and the company's employees are committed to working towards the continuous improvement of the management system by taking into account relevant stakeholders and issues to meet customer, regulatory and other requirements.

Profitability: The profitability of each Electropoli plant is an essential requirement for the satisfaction of customers, employees and shareholders. To ensure this profitability, it is essential to have full control over processes in order to continuously increase the Group's productivity and efficiency.

Innovation: The Surface Treatment services, as well as the other services offered by Electropoli, must respond to short, medium and long-term developments in order to achieve Electropoli's development and sustainability objectives.

Safety: The rigorous application of procedures and compliance with rules must guarantee the safety of every Electropoli employee and visitors.

Positive global growth: Electropoli must develop its expertise internationally and support its customers in foreign countries through internal and/or external growth.

Electropoli must also develop its activities in all industrial sectors, in particular growth sectors and those requiring innovative surface treatment. All manufacturing processes must also be adapted to other sectors of activity in order to achieve profitable growth.

Every Electropoli employee has an essential role to play on a daily basis in order to achieve all the objectives set, which requires complete control of the management system.

Jean Paul BOS

General Manager Electropoli

