



Commitment and Policy

SAFETY QUALITY ENVIRONMENT 2022

INVEHO is committed, in the areas of Safety-Quality-Environment, to deploying a strategy common to each of its sites, in accordance with ERMEWA Group's commitments, to ensure the safety of all stakeholders, obtain customer satisfaction, and minimize the environmental footprint.

The objectives are :

- ☐ Strive towards zero accidents and prevent occupational illnesses
- ☐ Control the "Rail risk".
- ☐ Improve the working and safety conditions of our employees and all stakeholders on our sites, by respecting the principles of ISO 45001.
- ☐ Meet the requirements of our customers, be a force of proposal by anticipating their needs and guaranteeing the respect of our commitments.
- ☐ Develop and optimize the skills of group employees, promote the sharing of experience.
- ☐ Obtain unique certifications and approvals by adopting a common approach.
- ☐ Adapt our processes to regulatory changes and the needs of our customers.
- ☐ Act for the protection of the environment, by committing to a global INVEHO ISO 14001 certification process.

For this, we must :

- ☐ Deploy a unifying Occupational Health and Safety policy, based on individual and collective responsibility to make it a true "corporate culture".
- ☐ Ensure the excellent quality of the work carried out on our customers' equipment.
- ☐ Empower and involve everyone in the objective of customer satisfaction, in a permanent dynamic of Continuous Improvement.
- ☐ Maintain and enhance the business expertise of our employees by developing internal training and pooling external training actions.
- ☐ Invest in innovative and structuring projects for our sector of activity.
- ☐ Adapt to Technical and Regulatory developments in our sector by implementing state-of-the-art tools equipped with the latest technologies (new ERP, collaborative robots, monitoring, etc.).
- ☐ Structure & develop a common environmental management system adapted to each site.
- ☐ Work to reduce our energy consumption, use renewable energies and recover the waste generated by our activities.

The achievement of Safety-Quality-Environment objectives requires the support of all staff and the involvement of everyone in the actions deployed.

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