

QUALITY, HEALTH, SAFETY and ENVIRONMENT POLICY

Our QHSE management system takes into account all the requirements of the company's stakeholders. APEM undertakes to comply with the legal and regulatory obligations applicable to all its activities.

Customer satisfaction is at the heart of our approach, and we strive to always provide the highest quality products and services to global markets.

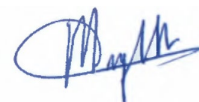
This policy stems from the strategic orientations of the group.

The deployment of this policy in the company is materialized by a progress plan defined at the beginning of the year and articulated around the different processes of our QHSE management system.

APEM's management is committed to putting in place the human, financial, organizational, and technical resources to:

- **Control product quality**
 - With thorough problem-solving processes and a rigorous change management process.
- **Respect delivery times**
 - With better anticipation of demand and alignment of material supply and production capacity with demand.
- **Increase innovation of products that meet the needs of customers**
 - Improving project management to reduce time to market.
- **Minimize environmental risks**
 - By implementing an energy saving plan, and wherever possible a plastic recycling plan.
- **Ensure the health, wellbeing, and safety of staff**
 - EBy systematically treating all accidents with work stoppage with 8D cause analyses, and by deploying the "Vision zero" approach.
- **Develop and enhance human resources**
 - Strengthening skills and emphasizing versatility and training.
- **Improve profitability**
 - Focus on finding new opportunities. Insist on cost reduction program.
- **Integrate into our practices the consideration of corporate social responsibility (CSR) requirements**
 - By starting a project in 2024 to integrate the requirements of the CSRD directive and IDEC's CSR vision into all our relevant activities.

I undertake to promote this quality, health, safety, and environment policy, to take the responsibility of the effectiveness of our integrated management system, and to take, together with the Management Committee, the necessary decisions to ensure its implementation.



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Marc ENJALBERT, PDG