

At Helexia we recognize our responsibility to our employees, contractors and client to provide them with a safe and healthful work environment.

Therefore, the Executive Committee members are committed to seek the continuous improvement of the Health & Safety conditions and Environmental protection within Helexia Group, defining and taking decisions ensuring:

- That the relevant **Health & Safety conditions, the protection of the employees and the preservation of the environment** are systematically taken into consideration in all geographies where the company operates
- The **compliance** with all applicable legislation, regulations and standards regarding Health & Safety and Environment
- The implementation and maintenance of a **performing Health & Safety Management System**, putting all means to prevent accidents and diseases, eliminating hazards and reducing risks
- The **mitigation of the impacts of its activities in the Environment**, promoting the rational use of natural resources, prevention of pollution and support for the development of renewable energies
- The **training of its employees** in safe work practices and procedures, ensuring that their knowledges and skills are appropriated to their responsibilities and to the activities they perform, and ensuring that they use properly the adequate Personal Protective Equipment
- The **participation and strong involvement** of each collaborator in the company's HSE Management System, ensuring a regular communication about the monitoring and related actions involving Helexia, its stakeholders, suppliers and service providers.

In line with these Policy principles and commitments, periodically objectives and targets will be defined, monitored and disclosed for the relevant functions and levels within the organization.

Benjamin Simonis

Benjamin Simonis (Apr 12, 2022 16:53 GMT+2)

Benjamin Simonis – CEO

Luis Pinho

Luis Pinho (Apr 8, 2022 17:02 GMT+1)

Luis Pinho - Country Director Portugal /
Countries & Business Development Coordinator



Antonino D'Amico - Chief Financial Officer



Stéphane Leroy (Apr 10, 2022 18:45 GMT+2)

Stéphane Leroy - Chief Marketing Product &
Innovation Officer

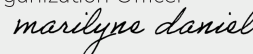
Lille, April 8th, 2022

Adrien Delion (Apr 9, 2022 13:47 GMT+2)

Adrien Delion - Managing Director Finance,
Strategy & Digital



Gaëtan Costa-Mula - Chief Digital, Technology
& Organization Officer



Marilyne Daniel - Head of Human Resources

Responsibility and application:

Helexia's COMEX members are responsible to the Board of Directors for ensuring that this policy is implemented.

Management at all organizational levels within Helexia is responsible for ensuring the success of the policy by providing the availability of all required resources.

All Helexia employees and subcontractors have an individual responsibility to ensure that they collaborate with the organization to achieve continuous improvement of the H&S conditions.

This policy applies to Helexia.