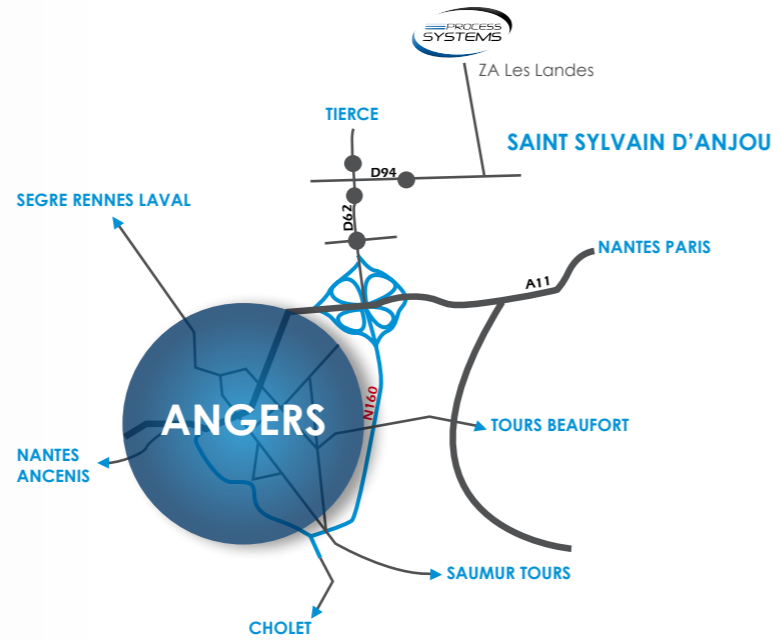
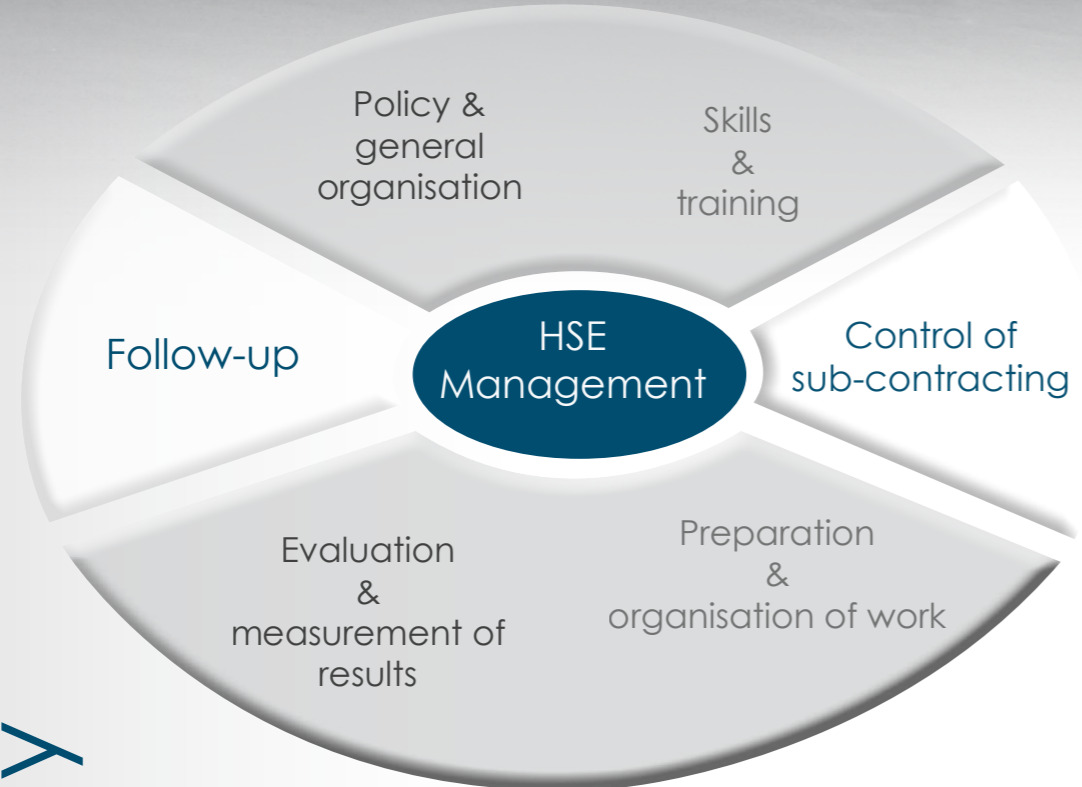




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Health Safety Environment Policy

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Health Safety Environment Policy



Health, Safety & Environment Policy

Everyone working for ALLIA is responsible for respecting the Health, Safety and Environment rules. The consideration of HSE issues is integral to our development and management strategy. A good performance in these domains is a deciding factor for the success of our activities.

Our objectives are simple: significantly reduce the frequency and severity of our accidents at work, preserve the security and the health of our employees, and protect the environment. Our policy is based on founding principles applicable for all of our activities :

- **Put in place a formal HSE organisation**
- **Consider the regulations in force to be a minimum requirement**
- **Identify the risks and evaluate the potential impacts on health, security and environment**
- **Prevent identified risks**
- **Use only trained and licensed personnel**
- **Limit the use of temporary staff to within the capabilities of our leadership**
- **Inform our employees of the rights for withdrawal in case of uncontrolled risks**
- **Control our sub-contractors and encourage them to have the same level of HSE management**
- **Fight against addictions in the workplace (alcohol, drugs...)**
- **Perform regular HSE assessments in order to keep the HSE policy up to date and to measure the effectiveness of our Management system**
- **Engage in a process of continuous improvement of our performance via feedback**

I commit myself, therefore, without reservation, to put into force for the whole of the Group all necessary actions to attain these objectives as well as the improvement of health and safety and conditions of work.

Nicolas **TUBEUF**
General Manager

Relevant objectives

Areas for improvement 2018		Objectives
	Our objectives	- Significantly reduce the frequency and seriousness of our accidents at work - Safeguard the health of our employees - Control the environmental impacts
1	Understand the risks of our business and define the most appropriate preventative measures.	Risk assessment on 100% of our projects. Update single document.
2	Ensure and control the conformity of work equipment with regulations.	100% material identification and testing.
3	Develop the knowledge, skills and qualifications of all permanent and temporary staff.	Safety briefing for 100% of new permanent and temporary staff.
		100% of training requirements defined in the training plan.
4	Educate the personnel on matters of health, safety and environment and encourage feedback.	100% of accidents, near misses and dangerous situations analysed.
5	Ensure appropriate and constructive feedback for all accidents, near misses and dangerous situations.	100 % des accidents - incidents - situations dangereuses analysés
6	Check / control the compliance with health and safety requirements in the workplace.	1 HSE audit per month in the workshop. 6 HSE audits per year by the site coordinator.
7	Develop an action plan for each of the areas for improvement identified by the prevention tools (Lectures, audits, ...).	100% follow up of improvement actions.
8	Check the adequacy and effectiveness of the HSE management system.	1 management review per year.

Scope

The Health, Safety and Environment management system was set up within the 2014 version of MASE-UIC.

The procedure systems

- HSE steering committee
- Management review
- Document control and records
- Management of anomalies and corrective or preventative actions.
- Internal HSE audits.
- Analysis of accidents.