

SEQENS Cosmetics and In Vitro Diagnostic is determined to prevent accidents and incidents that could impair the health and safety of its employees, subcontractors, partners and neighbours.

Safety is the responsibility of the operational line, the HSE services acting in support of the teams. It is based on everyone's commitment to implementing the following fundamental principles:

- Managers are exemplary and integrate safety into each of the decisions made
- Safety results are part of everyone's individual performance evaluation
- No priority can be exercised to the detriment of safety
- Malfunctions, dangerous situations and risky behavior are reported and corrected as soon as possible. It is an individual duty.
- Incidents and accidents are subject to in-depth analysis to learn lessons and prevent them from happening again
- Exposure to hazards is identified and controlled, in particular through risk analyzes and analyzes of critical tasks
- Our staff and the staff of our subcontractors are informed of the procedures in force and have the appropriate training and authorizations for the tasks they have to perform
- Safety rules and procedures are respected and strictly enforced
- Facilities, equipment and tools are kept clean and in good condition
- Improvement plans are established each year; progress is communicated regularly

This charter is displayed, communicated and commented on to all of our employees, subcontractors and partners.

All employees and third parties working on behalf of SEQENS Cosmetics and In Vitro Diagnostic are required to work in accordance with the principles mentioned above.

Name : Barnabé CHAIZE, Limoges Site Manager

Date : 11 JAN 2022

Signature :

