

Safety Charter

Reference	E002-DIVMAN
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SEQENS In Vitro Diagnostic is determined to prevent accidents and incidents which may endanger the health and safety of its employees, subcontractors, partners and neighbours.

Safety is primarily the responsibility of the operational line, while the HSE units provide the teams with support. It depends on the commitment of all to implementing the following fundamental principles:

- Managers must set a good example and incorporate safety into every decision taken.
- Safety performance is part of the individual performance appraisal of every member of staff.
- Nothing takes priority over safety.
- Failings, hazardous situations and risky behaviour are reported and corrected as soon as possible. This is everyone's personal duty and everyone has the authority to do so.
- Incidents and accidents are thoroughly analysed so that we can learn from them and prevent them from happening again.
- Exposure to hazards is identified and monitored, particularly through risk analyses and critical task analyses.
- Our staff and our subcontractors' staff are informed of the current procedures and have the appropriate training and accreditations for the tasks assigned to them.
- Safety rules and procedures are followed and strictly applied.
- Our units, facilities, equipment and tools are kept clean and in good condition.
- Improvement plans are drawn up every year with regular updates on the progress achieved.

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

All SEQENS In Vitro Diagnostic's employees and the third parties who work on behalf of SEQENS In Vitro Diagnostic must comply with the above principles.

<p>Reviewed and approved by :</p> <p>Name: Morgane GAUDY Position: QSE Manager Date: 23/01/2019 Signature: </p>	<p>Reviewed and approved :</p> <p>Name: H��l��ne DEMARET Position: Limoges Site Manager Date: 23/1/19 Signature: </p>	<p>Final Reviewed and approved :</p> <p>Name: Marie-Alex PREMIER Position: General Manager Date: 23-01-2019 Signature: </p>
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