



Health, Safety and Environment Policy



Aware of our responsibilities regarding health, safety, and the environment, and considering their management as a key factor in our performance, we recognize these matters as the main priority of the MOLDTECS Group.

In order to integrate health, safety, and environmental considerations into the overall management of our activities, the Management is committed to maintaining the HSE management system in compliance with **ISO 14001** and **ISO 45001** standards.

This policy applies to the entire MOLDTECS Group and reflects our ambition to strive for excellence in health, safety, and environmental performance through:

- Achieving zero accidents and zero occupational illnesses.
- Reducing our environmental impacts with a focus on:
 - ✓ Reducing waste by promoting recycling,
 - ✓ Controlling our energy consumption,
 - ✓ Minimizing our carbon footprint
 - ✓ Managing our water consumption

To achieve these objectives, the Management is committed to:

- Complying with regulatory obligations and other applicable requirements by ensuring they are identified and effectively implemented.
- Controlling major risks related to material handling, physical workload, and work equipment.
- Strengthening the prevention approach and improving working conditions in terms of health and safety by applying the 12 Golden Rules.
- Enhancing environmental protection efforts, particularly through the sustainable management of resources, use of renewable energy, water consumption management, responsible chemical management, pollution prevention and incident control, and consideration of product end-of-life at the design stage to facilitate reuse and recovery.
- Protecting the health and safety of consumers.
- Engaging, consulting, and involving all workers and their representatives.
- Training, informing, and raising awareness among all workers on various health, safety, and environmental topics.
- Continuously evaluating the effectiveness and efficiency of our HSE management system.

To successfully implement this policy, each site establishes a dedicated Health, Safety, and Environment (HSE) program. The Management is committed to providing all necessary resources to ensure its execution. The HSE Managers at each site are responsible for its implementation.

The HSE policy is reviewed annually and updated as needed to reflect changes in stakeholder needs and expectations.

Health, safety, and the environment are everyone's responsibility. We rely on the leadership of our Managers and on everyone's commitment to build, TOGETHER, a responsible and sustainable **HSE culture**.

MoldTecs Group CEO
Cédric Raucy

MoldTecs Group Co-CEO
Wolfgang Lichtenwalder

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