

The Chairman  
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## Health and Safety Policy

Safety, as well as the physical and mental health of its employees and sub-contractor personnel, are absolute priorities for IFPEN.

Our ambition is to be among the best in terms of prevention, risk management and health and safety results, with a particular focus on the detection and treatment of high-potential (HIPO) incidents.

Consequently, in addition to ensuring strict compliance with the laws and regulations in force, IFPEN undertakes to:

- design and maintain its facilities in such a way as to prevent any accidents, incidents or occupational diseases;
- implement the health and safety management system by involving all employees and, in particular, the health, safety and working conditions committees (CSSCT) and occupational prevention and health services;
- promote and develop a safety culture.

The major levers for changing individual and collective behaviors, taking into account the conclusions of the “safety selfie”, are:

- The individual commitment of all employees: the implementation of shared vigilance, reporting of incidents and identification of high-potential situations (HIPO) for constructive and transparent consideration.
- The commitment of managers; they incorporate safety into their activities, in particular by implementing prevention discussions and managerial safety visits, encouraging feedback and promoting positive safety behavior.
- The commitment of principals and support services to select high-performance companies that are able to invest in a strong partnership in the field of safety.
- The attention to quality of work life and factors that could generate situations of stress or suffering.

The health and safety management system is regularly assessed during audits and management reviews.

Pierre-Franck CHEVET

