

Health and Safety Policy

IFPEN makes the safety, as well as the physical and mental health, of its employees and subcontractors top priorities.

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 areas for changing individual and collective behaviors are:

- The individual commitment of all employees: exercising shared vigilance, reporting all events and contributing to the identification of high-potential incidents (HIPO) for the purposes of constructive and transparent consideration.
- The Comex commitment: the executive committee organizes an annual managerial safety convention, as well as a prevention workshop; each Comex member takes part in managerial safety visits; HIPO events are discussed at Comex and directors' meetings.
- 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: they select high-performance contractors committed to 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.