

HEALTH, SAFETY AND ENVIRONMENT POLICY

The health and safety of workers, as well as respect for the environment, are ongoing concerns for TARMAC AEROSAVE. We are committed to continuously improving our practices to ensure sustainable performance with the aim of promoting a healthy and safe working environment, while actively contributing to the preservation of our planet

These commitments are based on three fundamentals pillars :

1. Health And Safety of our collaborators

TARMAC AEROSAVE implements the following measures to protect people's health and safety :

- **Ongoing training** : employees receive regular training on safety practices and emergency procedures.
- **Equipment compliance** : premises, equipment, and materials are regularly inspected and maintained. The resources provided are appropriate for the tasks to be performed.
- **Monitoring of the practices** : the procedures and practices are based on the risks evaluation results, regularly reviewed. Audits and monitoring are carried out periodically to ensure compliance with internal and external requirements.
- **Regulatory compliance** : activities are realized with the respect of the local, national and international legislation and standards, as well as internal health, safety and environmental standards and procedures.

2. Respect of the environment and pollution prevention

Since its origin, TARMAC AEROSAVE works for minimize its environmental footprint. The implemented strategies include :

- **Management of the waste** : programs for waste recycling and reduction are in place to reduce the environmental footprint
- **Reduction of greenhouse gases emissions** : the company strives to reduce its greenhouse gas broadcasts of gas emissions adopting cleaner technologies and more environmentally friendly practices.
- **Environmental awareness** : initiatives are carried out to raise employee awareness on the impact of TARMAC activities on the environment.
- **Monitoring continue** : of the systems of monitoring are used for detect and prevent all the incidents and pollutions, of any nature whatsoever.

3. Roles and responsibilities

The executive committee of TARMAC AEROSAVE is fully engaged in the SSE approach and provides the necessary resources to ensure compliance with the requirements of this policy.

- **Commitment of the managers** : it is the responsibility of every manager to demonstrate a visible commitment to health and safety, ensuring that effective measures are taken and implemented to meet these requirements.
- **Commitment of the employees** : every employee must work safely, report risks or dangerous practices, and has the responsibility and duty to intervene in the event of imminent risk to themselves or any other person.
- **Commitment of our subcontractors, visitors and customers** : in the same way as our employees, all applicable safety rules and principles also apply to our subcontractors and customers

By implementing these three pillars, TARMAC AEROSAVE is establishing itself as a responsible leader committed to protecting its employees and the environment, while pursuing its sustainable development objectives.

Azereix, Septembre 1, 2025

Alexandre BRUN - CEO

