QHSE and Safety Product Policy

<u>Application scope</u>: this QHSE policy applies in every location where Sécheron and Hasler Rail operate.

As part of its policy, the Group is close to the market (technological surveillance, monitoring of legal requirements), in order to anticipate market needs. Sécheron Hasler Group aims is to provide to its customers products and services that are aligned with their needs in terms of performance, reliability, safety, quality and environment. All this while respecting price and delay constrains.

Our mission is to develop, to produce and to put in sales competitive, safe and reliable electro-mechanical and electronical products for railways.

Our group strategy is reviewed annually on three levels:

- During the strategy review, we are analyzing main trends of the market and challengers, in order to produce a SWOT analysis and draw goals for future.
- In the mid-term plan, we define top-down Business Plan, which describes our main qualitative and quantitative objectives, financial plans, products and markets (or purchases) development, and hypothesis to set plans.
- During budgeting review, we summarize expected income and expenditure and we assess the overall financial goals
- During Top Management annual review, we define QHSE goals for short, mid, and long term. All this conforms to group policy and to our commitment in term of continual improvement. We are providing resources and operating these goals using QHSE program.

All efforts made during different phases of development of products, conception, provision, control, sales and related services, focus on satisfaction of customer's needs, QHSE and product safety requirements.

Group Management System is based on ISO/TS 22163, ISO 9001, ISO 14001, ISO 45001 and ISO 27001 standards, and evolves with the development of the company.

Continual improvement of Management System and its rigorous application by executives guarantees the development, the production and sales of products that meet customer requirements. This is also imperative for the company sustainability, as well as a factor of success.

Evolutions are monitored continuously by information systems and are traduced affirmatively in financial control panel. Continuous analysis of the situation, in regards of budget data and estimations, allows reacting fast to evolutions that do not match expectations.

Written by:	VULLIEZ, Gérard	**QHSE and Safety Product Policy**		**QMD-00777**		
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Our position in market is determined first by quality of the work done by staff. We promote personal initiatives and sense of responsibility. Team work, as well as skills and knowledge updates, in the field of technique, Quality, Environment, Health and Occupational Safety, product safety are promoted to stay at the edge of progress.

Information System (IS) is integrated to Management System. Its mission is to manage IT structure, to assign and save data, as well as to support staff in its growing use of IT technologies. The IS Policy guarantees access to information in a safe environment, and implementation of appropriate tools, in order to exploit data.

Company policy, in conformity with its goals, objectives, activities, products, services, and in compliance with applicable laws and rules, guarantees:

- Controlling our energy consumption (electricity, gas) in order to reduce our greenhouse gases emissions related to our operations;
- Preserve water by regularly monitoring our consumption in order to detect leaks and aware our employees regarding consumption good practices;
- Pollution preventing and protection of environmental aspects;
- Protection of the staff against accidents, hazards and professional disease;
- Existence and durability of the company;
- Fulfillment of goals and services of the company;
- Develop and produce our products based on our "Eco-Design guidelines" to:
  - reduce the use of hazardous material in line with the requirements of REACH, ROHS and other regulatory affairs,
  - reduce the amount of non-dangerous and dangerous wastes generated during operations;
- Take into account product's second life directly during development steps. Our product must be easy to retrofit, to maintain and to recycle;
- Safety of products for users by complying with safety standards in customer requirements by performing type-tests delivering product safety supporting documentation and online trainings;
- Prevention of technical failures on products via FMECA during different stages of development;
- Taking account of the Conflict Minerals policy defined in Sécheron Hasler Group code of conduct;

Top Management appointed the QHSE Manager Group with the duty to maintain, to update, to monitor and to report Management System operation. QHSE Manager Group makes a review for the Top Management and has skills and authority to introduce preventive and corrective actions and to monitor improvements done.

In Geneva, on 6/26/2023.
Electronically approved and signed by Martin Balters (CEO of Sécheron Hasler Group).