

Tecmaplast Safety at work, Quality, Environment and Energy policy is based on its **corporate values** which are:



Respect



Ambition



Competence



Cooperation



Empowerment

It embodies the **6 missions** linked to Tecmaplast values:



Focus on Safety at Work

Safety at work is our top priority and it guides our actions and decisions for all activities daily. Every person at Tecmaplast, whether employee, temporary worker, supplier or subcontractor, is entitled to a safe and healthy working environment.

Our role is therefore to:

- Aim for **0 workplace accidents**,
- Identify risks and then reduce them via the SQEE risk analysis,
- Detect and eradicate risk situations.



Aim for Customer Satisfaction

Customer satisfaction is the fundamental lever for our sustainability, sustainable growth and long-term success.

This level of satisfaction is measured through our Quality performance, Cost and Delivery and "quality of service" offered in our interactions with our customers.

Accordingly, all our Tecmaplast teams are required to:

- Listen carefully to our customers in order to understand their needs and expectations by establishing an open and proactive dialogue with them,
- Have the mindset and define actions in development and series life to aim for **0 customer defects** and a **100% Logistics Service Rate**,
- Detect, identify root causes and eradicate them immediately,
- Continuously improving our products, manufacturing procedures and service quality.



Optimize Industrial Performance

Industrial performance is a key pillar for Tecmaplast, as it directly influences our competitiveness and profitability.

To reinforce this pillar, Tecmaplast teams must ensure:

- Optimize operational efficiency via indicators such as the Overall Equipment Effectiveness (OEE) or the number of parts per hour (PPH),
- Reduce the number of non-conforming parts and associated non-quality costs,
- Optimally manage inventory levels by balancing customer requirements with Tecmaplast financial performance,
- Detect, identify root causes and immediately resolve problems at their source according to our 5 values,
- Continuously improve our products, manufacturing processes and "service quality".



Ensure Financial Profitability

Financial profitability is vital for Tecmaplast, as it measures how effectively we can turn our actions, investments and assets into profits.

In other words:

- Controlling and/or reducing production and operating costs to improve profit margins,
- Mitigate financial risks,
- Invest wisely to maintain or improve efficiency and productivity over the long term.



Be Socially Responsible

For Tecmaplast, being socially responsible means that we are committed to acting ethically and sustainably in all our activities.

Namely to:

- Observing ethical standards in its activities, including respect for human rights, women's rights, children's rights and the fight against corruption,
- Take measures to ensure the well-being of its employees, by promoting a safe working environment and supporting social initiatives.
- Promote diversity, equity, inclusion and balance within our teams and in the recruitment process,
- Identify malfunctions or various forms of harassment and intervene immediately to stop problems at source according to Tecmaplast 5 values,
- Communicate openly about our CSR practices and report on our progress and challenges.
- Involve its employees, customers, suppliers and other stakeholders in its CSR efforts by encouraging dialogue and collaboration.

Tecmaplast is also committed to training its teams in best practices and new technologies to maintain a high level of competence.



Preserve the Environment

It is essential that all Tecmaplast employees focus daily on reducing our ecological footprint and preserving natural resources.

This environmental responsibility is the backbone of our company, ensuring the maintenance of biodiversity and ecosystems.

In partnership with our customers, we propose ideas and solutions to meet environmental challenges (such as reducing the weight of packaging and decontamination) and energy challenges (by promoting local production and recycling), while studying the use of eco-responsible materials and the recovery of end-of-life products.

We favor local production sites to limit transport and logistics processes that have a negative effect on the climate, thus reducing the ecological and energy footprint of our products.

Each entity actively contributes to the initiative to the benefit of industrial responsibility, with a particular focus on reducing energy consumption, reducing harmful emissions and reducing waste production.

Tecmaplast actively encourages its partners, including suppliers, subcontractors and employees to commit to respecting the environment and adopting efficient energy management.

The Safety, Quality, Environment and Energy Management System (SQEE MS), developed and deployed within the Tecmaplast Group, brings together our best practices and tools in a single system applicable to all our teams in their daily routines.

Rooted in our 5 core values and 6 core missions, this management system aims to ensure the performance standards that our customers around the world expect while aligning with the requirements of ISO 9001, IATF 16949, ISO 14001, ISO 50001, ISO 45001, as well as customer regulations and local authorities.

In order to ensure its continued effectiveness and optimization, our Management System is subject to regular audits, both internal and external.

Our Group operates in the context of constant change, facing challenges and involving a multitude of key players such as customers, competitors, suppliers and investors.

We identify, qualify and systemically manage risks and opportunities, whether past, current or future, to control our destiny.

The regular assessment of the effectiveness and performance of our quality, safety and environmental management system, as well as our approach to risk management, fuel our culture dedicated to continuous improvement.