

Health, Safety, Environment, Quality & Wellbeing Policy



Vision

Altrad is committed to providing a unified, structured, and consistent approach to HSEQW across the Altrad Group. We are driven by the belief that all work-related injuries, ill health, environmental impacts, and defects in quality are preventable. Our vision is to create a resilient and sustainable operational framework that enhances the wellbeing of our people, protects the environment, and ensures the highest standards of quality.

Commitment

At Altrad, the success of our global business depends on our continuous ability to learn, adapt, and evolve. We are committed to protecting our people, safeguarding the environment, and enhancing the quality of our services and products. Through innovation, digital transformation, and a culture of transparency and accountability, we strive for continuous improvement in all areas of HSEQW.

Our Commitment:

- **Health and Wellbeing:** We prioritise the physical and mental wellbeing of our employees and contractors through proactive health programs, ensuring a safe and supportive work environment.
- **Operational Safety:** We identify, assess, and mitigate HSEQ risks using risk management systems and digital tools to prevent incidents and ensure safe operations.
- **Environmental Stewardship:** We promote sustainability through pollution prevention, biodiversity protection, and contributions to global environmental goals.
- **Quality Improvement:** We leverage data-driven insights to continually improve quality and meet customer expectations through cross-functional collaboration.

Altrad is committed to upholding the highest standards through:

Leadership and Accountability: Leaders, employees, and contractors are accountable for HSEQW. We foster a positive safety culture, provide resources, and ensure continuous improvement through training and engagement.

Risk Management and Compliance: We assess and mitigate HSEQW risks, adhering to ISO 45001, 14001, 9001, and other relevant global certifications and standards. We ensure strict compliance with all applicable laws, regulations, and Altrad's internal standards.

Continuous Improvement: We set measurable targets, conduct regular audits, and maintain up-to-date policies to ensure compliance and transparency.

Emergency Preparedness: Robust crisis management and business continuity plans protect people, the environment, and operations.

Environmental and Social Responsibility: We reduce emissions, conserve resources, and promote sustainability, aligning with global initiatives like the Paris Agreement.

Transparency and Engagement: We maintain open communication, collaborate with stakeholders, and recognise outstanding HSEQW performance.

Global Knowledge Sharing: We share best practices to address global challenges such as climate change and drive positive HSEQW outcomes.

We review this Policy regularly to align with our values, stakeholder expectations, and evolving global standards. Our commitment to compliance, continuous improvement, and innovation ensures we not only meet regulatory requirements but also create lasting value for our stakeholders.

Jan Vanderstraeten - CEO

Mohed Altrad - President

Ran Oren - CEO