

EEHS POLICY TOWARD 2030

EXCELLENCE EEHS

The integration of Environment, Energy, Health, and Safety Standards is essential to our industrial excellence. This commitment, supported by our principles of behaviour, is at the heart of our sustainability strategy.

OBJECTIVES

- 0** Accident at work
- Occupational disease
- Environmental accident

EEHS COMMITMENT'S

Compliance with the Health, Safety, Environment and Energy (EEHS) policy is based on six commitments :

1. **Prevention** : Occupational accidents, occupational diseases and environmental damage must be avoided.
2. **Priority** : Working and having others work safely is a non-negotiable condition
3. **Exemplarity** : Industrial excellence requires exemplary behaviour
4. **Hierarchical responsibility** : The hierarchical line ensures that our commitments are respected, with the support of dedicated professionals
5. **Mobilization and training** : An awareness and ongoing training program empowers everyone
6. **Compliance** : Prevention management principles must be integrated into all processes and comply with legal and normative requirements

Because water
is precious

AN AMBITIOUS ROADMAP

HEALTH SAFETY & QUALITY OF WORK LIFE

With a **common TF2 European objective** set out in each entity, PAM is committed to an ISO 45001 certified prevention approach based on the "Je Prends Soins De Moi" (health) and "Je Veille Sur Nous" (safety) programs, which prioritize :

- ✓ Accident analysis and risk management
- ✓ Prevention of health at work
- ✓ Maintaining facility compliance

WALK THE TALK

- ✓ Everyone is daily committed to the EEHS
- ✓ Let's respect our instructions
- ✓ Immediately intervene to a situation risk or a deviation from our EEHS Rules
- ✓ Everyone to point out hazards, near misses and incidents / accidents
- ✓ Let's identify the risks and adopt the EEHS precautions before any change or new activity.

ENVIRONMENTAL AND ENERGY

As a major actor in the water sector, we are committed to an ambitious roadmap as follows :

- ✓ Less water usage
- ✓ More waste recovery
- ✓ Decarbonisation

Our 2030 sustainment development goals :

- ✓ -30% CO2 Emissions with Vulcain & Orion project
- ✓ -50% of water consumption
- ✓ - 80% of non recycled waste

A better performance efficiency (ratio energy/products)

« Let us make our collective commitment to health, safety, environmental and energy management the foundation for our company's sustainable success. »

Jérôme LIONET
CEO

