

QHSE POLICY

FORCES 2024

Federate

Optimise

Respect

Capitalise

Engage

Secure



ALLEN

A policy rooted in the Group's CSR commitments.

The objective of the ALTEN Group's CSR policy is to **FEDERATE** ALTEN employees around a voluntary approach that is consistent with its activities. ALTEN is committed to protecting the environment and strives to **OPTIMISE** the direct environmental footprint of its facilities and limit pollution. Through its dynamic Human Resources policy, the Group is committed to **RESPECTING** its employees in their individuality, developing their skills, revealing talents and inspiring vocations. Lastly, as a corporate citizen and stimulator of innovation, ALTEN wishes to **CAPITALISE** on dialogue with its stakeholders in order to anticipate and reduce any risks it may face, **ENGAGE** the company in promoting engineering professions and **SECURE** its activities by focusing on innovation and R&D.

Through its **FORCES** policy, ALTEN intends to contribute to the Sustainable Development objectives as defined by the United Nations in 2015.

Simon Azoulay
Chief Executive Officer

QUALITY



ENGAGING ALTEN in a quality and performance approach means **RESPECTING** the requirements of our stakeholders (customers, employees, external service providers, etc.), increasing their satisfaction, **SECURING** the company's activities through our certification procedures and risk analyses. It also involves **OPTIMISING** the company's processes to aim for efficiency through internal quality audits, process reviews, management reviews and the daily involvement of everyone in sharing best practices.

This sharing of best practices enables **CAPITALISATION** in each of the company's processes and beyond, across all ALTEN Group subsidiaries.

This continuous improvement approach **FEDERATES** all employees, business lines and process managers towards this common performance objective.

HEALTH, SAFETY



L'objectif est de **SÉCURISER** l'environnement de travail des collaborateurs par la maîtrise des enjeux pour la santé et la sécurité. Chaque collaborateur contribue à cette démarche par la remontée de situations dangereuses, la suggestion de bonnes pratiques ou encore le partage d'expérience afin de **CAPITALISER** ces dernières. Ceci permet à ALTEN d'**OPTIMISER** les conditions de travail dans un souci d'amélioration continue.

ALTEN wanted to **ENGAGE** in a Health and Safety approach in order to **FEDERATE** all employees and external stakeholders around these strong values. Through this approach, ALTEN is committed to **RESPECTING** regulatory and standard requirements (MASE-UIC, ISO 45001) as well as customers requirements.

The goal is to **SECURE** employees' work environment by managing health and safety issues. Each employee contributes to this approach by reporting dangerous situations, suggesting best practices or sharing experience in order to **CAPITALISE** these. This enables ALTEN to **OPTIMISE** working conditions with a view to continuous improvement.

ENVIRONMENT



ALTEN's environmental policy aims to **FEDERATE** all employees and external stakeholders around an ambitious, voluntary and continuous approach. One of the targets of this policy is to **OPTIMISE** the Group's environmental footprint and limit pollution. Through its environmental management system, ALTEN is committed to **RESPECTING** regulatory and standard requirements (carbon footprint, ISO 14001) as well as customer requirements and following scientific recommendations and benchmarks related to climate change (SBT, TCFD).

To ensure ongoing efforts, it can rely on its ecosystem and **CAPITALISE** on its experience in terms of environmental commitment, the scientific knowledge of third parties and that of its engineers. ALTEN is **ENGAGED** to ensure that today's challenges do not harm tomorrow's life. It is all about **SECURING** a healthy future for everyone in a preserved environment.

INFORMATION SECURITY



ALTEN wanted to **ENGAGE** in an information security management process in order to **FEDERATE** all employees and external stakeholders around the strong values of IS culture and protection of interests. This approach is based on ALTEN's commitment to **RESPECT** regulatory and standard requirements (ISO 27001) as well as customer requirements. The objective is to **SECURE** employees' work environment, guarantee infrastructure availability and data confidentiality and integrity.

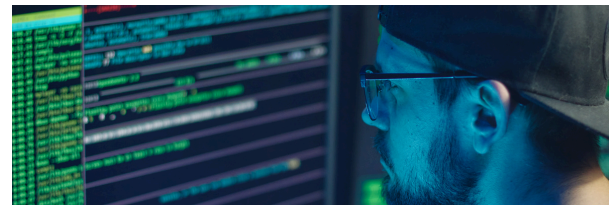
We make information security a priority in our decision-making process. Each employee contributes to this approach by reporting information and implementing transparent communication in order to **CAPITALISE** this information. This enables ALTEN to **OPTIMISE** risk management and continually improve the level of security of its activities.

RADIOPROTECTION



ALTEN wanted to **ENGAGE** in a process to control radiation protection in order to **FEDER** all employees around the strong values of radiation protection culture and health protection. This approach is based on ALTEN's commitment to **RESPECT** regulatory and normative requirements (CEFRI) as well as customer requirements.

The goal is to **SECURE** employees' work environment by controlling exposure, providing appropriate training and enhanced medical monitoring. Each employee contributes to this approach by reporting dangerous situations, suggesting best practices or sharing experience in order to **CAPITALISE** these. This enables ALTEN to **OPTIMISE** working conditions with a view to continuous improvement.



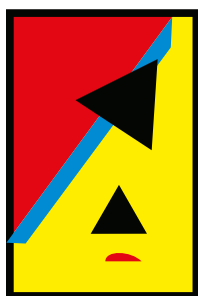
NUCLEAR SAFETY



ALTEN wanted to **ENGAGE** in a process to control its activities important to nuclear safety (IPSN) in order to **FEDERATE** all employees and external stakeholders around the strong values of safety culture and safeguarding interests. This approach is based on ALTEN's commitment to **RESPECT** regulatory and standard requirements (ISO 19443) as well as customer requirements.

The objective is to **SECURE** the working environment of employees by controlling issues related to safety, health, public health, and the protection of nature and the environment. We make nuclear safety a priority in our decision-making process. Each employee contributes to this approach by reporting information and implementing transparent communication in order to **CAPITALISE** on this information.

This enables ALTEN to **OPTIMISE** the consideration of safety risks, particularly those related to counterfeit, fraudulent or suspect items.



ALTEN

TO FIND OUT MORE
ON OUR VISION, OUR COMMITMENTS
& OUR CSR STRATEGY

ALTEN.COM

