

QUALITY, HEALTH, SAFETY ENVIRONMENT POLICY - EMALEC GROUP 2026

Emalec's executive management team is committed to maintaining Quality, Health, Safety and Environmental standards in the workplace.

Our Quality, Health, Safety and Environment policy places the company's Social Responsibility at the heart of its strategy, in line with our values.

Our integrated Management system is based on the ISO 9001, ISO 14001 and MASE standards. This system aims to satisfy all interested parties, develop the group's performance and sustainability, protect the health and safety of our employees, service providers and users, all while preserving the environment.

All employees must be familiar with, respect and promote our 4 strategic goals and everyday commitments.



Our commitments

- Provide our customers with a unique and distinctive quality service
- Honour our commitments and communicate proactively and transparently
- Listen to our interested parties and meet their expectations
- Have a panel of partners who share our values
- Maintain and develop our collaborator's knowledge and skillset



QUALITY

Our key indicators

- Customer satisfaction + 2.5%/N-1 (+4% for NPS and 1% for oral surveys)
- Non-compliance of interventions < 2%
- Compliance with delivery deadlines > 98%
- Monitor structured KPIs for all of our customers
- Availability of our IT resources: 100%
- 2 partner days per year
- 3 promotions in our Academy



Our commitments

- Preserve the physical and mental health of our employees and service providers
- Encourage physical activity and sports
- Prevent physical and mental health risks and manage any resulting situations as a group



HEALTH



Our key indicators

- Employee satisfaction > Year 2025
- Absenteeism rate < construction industry rate (5.4%)
- 10,000 km travelled by our corporate group
- Monitoring the number of alerts reported to our Psychosocial Risk Committee





Our commitments

- Ensuring the safety of employees and contractors
- Continuously improving our safety culture and performance
- Reducing the risks associated with every work situation
- Encouraging discussion on safety to better understand and prevent risks



SAFETY



Our key indicators

- Strive towards zero workplace accidents
- 100% of Personal Protective Equipment verified every 12 months
- Conduct 2 HSE visits by members of management, project managers and technical assistants
- 70 EHS visits to our subcontractors
- 100% of operational employees with an annual HSE objective
- 1 safety communication per month



Our commitments

- Limit our environmental impact and carry out a complete carbon footprint assessment
- Reduce the use of natural resources and energy consumption
- Promote environmental initiatives internally and with our customers
- Promote and implement sustainable purchasing practices
- Involve our employees in sustainable development



ENVIRONMENT



Our key indicators

- Water, electricity, and gas consumption per occupant < year 2025
- Commercial vehicle fuel consumption < year 2025
- Waste sorting > 85%
- Compliance with the LOM law
- 30% of staff involved in creating the climate mural
- Aiming for 100% carbon footprint inventory reporting



The Emalec group ensures the strict respect of allocated laws, regulations and other requirements and complies with them, if necessary, with further specific requirements.

Our Integrated Management System involves the various departments and activities of the group in the evaluation, the measurement of results and the implementation of action plans aiming for progress.

The group's Executive Management is committed to implementing the means necessary for the application of this policy, and to supporting the involvement of the management team and all employees.

The President
Pierre CHEVALIER

The Deputy CEO
Ludovic LAZZAROTTO