

HEALTH, SAFETY AND ENVIRONMENT POLICY (HSE)

ARIANEGROUP IS COMMITTED TO MAKING HEALTH, SAFETY AND ENVIRONMENTAL PROTECTION CENTRAL TO ITS STRATEGY AND DECISION-MAKING

This commitment applies to all our teams and activities in France, Germany and wherever we operate. We anticipate risks, protect people and ensure safe operations, while managing our environmental impacts and integrating HSE requirements throughout the lifecycle of our products and services.

OUR 5 COMMITMENTS

ANTICIPATE

We comply with statutory and regulatory requirements and actively monitor developments in applicable standards and regulations to anticipate change and continuously adapt our practices.

MANAGE

We identify and mitigate HSE risks at source and apply the ALARA principle to keep health risks As Low As Reasonably Achievable.

PRESERVE

We prevent environmental impacts by taking appropriate measures to avoid discharges, emissions and contamination of air, water, soil and biodiversity.

MOBILISE

We ensure that all those exposed to HSE risks have the necessary skills and foster a shared safety culture in which everyone looks out for themselves and others, promptly reports hazardous situations and actively communicates HSE information.

IMPROVE

We integrate HSE criteria from the early design stage of our products and services and throughout their lifecycle, until the end-of-life or decommissioning. We set measurable objectives, monitor our performance and continuously improve our results.

OUR COLLECTIVE COMMITMENT

Everyone at ArianeGroup has a role to play in implementing this policy:

- **Executive Committee** provides each entity with the human, technical and financial resources it needs.
- **Central and local HSE teams** provide expertise and support to operational teams and oversee implementation of the HSE Policy and compliance with its requirements.
- **Managers** put the policy into practice within their areas of responsibility, ensure their teams comply with its requirements and report on their HSE performance.
- **Employees** comply with HSE requirements, look out for their own safety and that of others, and immediately report any hazardous situation.