

Quality Safety Environment policy

Arbent, February 7th 2020

OUR AMBITION

To become a recognized European player in design, development and production of assembly and sub-assembly in the automotive, lighting, furniture and building sectors.

For this,

- We develop our **Customers Satisfaction** by guaranteeing our products' quality and by improving continuously our **Quality, Cost and Delivery** performance.
- Our improvement axis are the following:
 - Develop our specific know-hows linked with our markets
 - Invest in the technologies (Process and automation)
 - Diversify our client's portfolio
 - Continue our improvement approach driven by our 7 pillars and integrated into our process improvement plans
- **We manage our significant environmental impacts and we aim to reduce the impact of our manufacturing processes by:**
 - decreasing energy consumptions and particularly electricity
 - using recycled raw materials, reducing and recovering our waste.
- We manage our employees' safety and we implement **preventive actions and decrease the risk of work incidents/accidents by developing equipment's safety and the use of Personal Protective Equipment (PPE).**

And always by:

- ⇒ Respecting applicable regulations and laws
- ⇒ Respecting our values: Team spirit, Innovation, Respect, Excellence, Agility
- ⇒ Ensuring the ethical and responsible behavior of all of our employees
- ⇒ Taking into account any request from our interested parties*

We involve all our employees in the implementation of this policy, because they represent an essential resource for Groupe Marmillon's proper functioning and development. Therefore, we ensure the respect of human rights as well as good working conditions, the development of skills through training.

Chief-Executive Officer,
Jean-Pierre MARMILLON

Interested parties: Person or organization that may influence a decision or activity, be influenced or feel influenced by a decision or activity. Examples: customers, suppliers, regulators, non-governmental organizations, investors and employees.*