

Ceramaret SA – Translation of the following document :  
1.1.1.06\_DOC127 – Système management –1.1 Processus Management  
Politique HSE – Révision 2  
Effective as of 17.10.2024

## **HSE Policy**

### **Protecting our staff and safeguarding the environment**

Ceramaret is fully committed to ensuring health and safety, protecting the environment, and reducing its carbon footprint, to the benefit of both its staff and any visitors to its site.

Ceramaret's goal is to achieve operational excellence whilst adhering to the HSE policy in accordance with the ISO 14001:2015 and ISO 45001:2018 standards, and with all the environmental and safety regulations designed to minimise its impact on the environment and ensure the health and safety of its personnel.

Ceramaret undertakes to:

#### **1. Ensure the health and safety of its staff.**

- Put prevention measures in place to reduce the risk of accident and injury in the workplace. The safety of its staff is an absolute priority.
- Systematically identify, assess and manage risks in the workplace, taking measures to eliminate these risks or reduce them to an acceptable level.
- Educate and provide its staff with suitable training to ensure that they are aware of the risks associated with their work, and that they have the necessary skills to allow them to work in complete safety.
- Encourage the active involvement of its staff in the process of managing health and safety at work, promoting open communication and listening to their concerns.

#### **2. Reduce its environmental footprint.**

- Strive to reduce the production of waste at source and to promote the reuse, recycling and recovery of materials.
- Optimise the use of natural resources, and constantly look for ways to improve energy efficiency.
- Work to reduce its atmospheric emissions and wastewater discharge by adopting clean technologies and constantly monitoring its processes to prevent any pollution.
- Raise awareness and provide its staff with regular training on adopting environmentally friendly practices.
- Encourage their active involvement in its environmental policy.

**3. Promote a culture of continuous improvement.**

- Go beyond simple compliance by encouraging its staff to actively seek out areas for improvement.
- Constantly improve both its environmental performance and safety record.
- Regularly evaluate its objectives and targets, implement corrective and preventive actions, and communicate its progress to all stakeholders with full transparency.

The commitments in this policy are supported and governed by the members of the Ceramaret management team, and are audited annually and reported to the KOWEMA Group.

**Together, we are contributing to a sustainable future for our company, our staff and our planet.**

*Revised in Bôle, 17 October 2024*