



Health, Safety & Environment Policy (HSE)

At Tokheim Services Group (TSG), Health, Safety and Environment (HSE) is a top priority and a fundamental part of the business.

Values

We take care of our employee's health and safety, we respect legislation and customer requirements and we do what is reasonably practicable to reduce our impact on the environment.

We believe that the strong commitment of everyone, in HSE, will be beneficial in other areas of the business and will help to develop a sustainable performance for our Company and our customers.

Principles

We strongly believe each accident can be avoided and we continuously strive to reduce the risk of incidents, as well as their potential impact on people, environment, assets and reputation, for all our staff, including contractors and for the benefit of our customers.

All TSG Subsidiaries (SSD's - Sales and Services Divisions) fully integrate HSE in their decisions and actions at all levels of the organization.

Our aim is ultimately for zero accident.

Application

HSE is at the heart of our activities. It is a line responsibility and a shared accountability,

To transpose this policy in acts and facts, all TSG subsidiaries shall:

- Apply local legislations and customer requirements
- Assess all work related hazards and mitigate risks
- Define global and individual HSE targets and action plans
- Select contractors by taking into account their HSE capabilities

To guarantee consistent sustainable HSE performance, all TSG SSD's must:

- Promote a safety culture based on behaviours and risk awareness
- Provide personal protective safety equipment and work instructions
- Review annually safety performance and recognize successes
- Check efficiency of emergency response and incident management rules

To maintain continuous improvement each TSG SSD will:

- Support open communication and transparent reporting attitudes
- Develop competence by training employees and key partners
- Do regular audits and compliance checks in operation and on site
- Analyse root causes and share key learnings out of incidents

Objective

The goal of TSG in HSE is to create safe working conditions, in an environmentally friendly context, for all employees, contractors, customers and their end users.

Each and all TSG subsidiaries will adopt this TSG Group Policy and can develop or adapt it to local context and in local language as long as they respect each single application point listed.

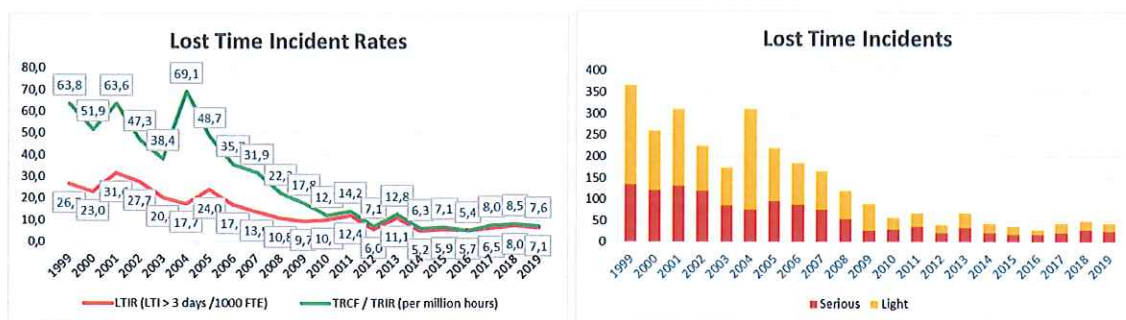
Jean-Marc BIANCHI
TSG Chief Executive Officer

Jean-Claude PASCAL
TSG Group HSE Director

Dear Colleagues,

Health and Safety is a top priority and a fundamental part of TSG activities.

TSG is equipped with a robust safety management system and thanks to your leadership and commitment. Strong results have been obtained over the last years, notably with a sharp decrease of the number of registered lost time accidents. Congratulations for that !!



However, we should focus our attention on the following points:

- Despite improving performance, we must admit that our results are reaching a plateau, number of accidents is no more decreasing and we still have at TSG more than 40 lost time accidents per year.
- TSG 2.0 ambition relies partially on diversification into new business segments: gas, electric vehicles, car wash....These new activities will bring new risks to be managed in terms of health & safety.

That is why I want, while taking my responsibility of CEO for our Group, to strongly affirm our individual and collective commitment on health & safety and call to your mobilisation to open within TSG a new cycle for progressing on these subjects. For that, 3 short term actions:

1. Implementation of a new HSE policy
2. More communication on safety
3. TSG Safety Day to be organised in spring 2020

1. You will find attached a revised version of TSG HSE policy. It confirms key application fields and also provide guidance to our ambition. I thank you to read it, communicate it to your team and implement it in your organisation.

2. This policy among others encourages more communication on safety, the promotion of a culture of transparent information sharing, notably on incidents and accidents to analyse their root causes and treat them. It also calls for more positive communication on safety to value and reward all the good practices and behaviours in place. In that perspective and as it is already the case, I confirm my desire to be personally informed about any lost time accident within 24 hours following its occurrence.



That complements the currently in place reporting channel through HSE line, ultimately to Jean Claude PASCAL, HSE Group Director.

3. Finally, I would like that a TSG Safety Day is organised in Spring 2020, in every SSD and at the HQ. That day, or equivalent of one day spread over a week, aims to sensitize, train and engage our employees, our subcontractors and our customers to our commitment to implement all together what is necessary to reach our ultimate goal of Zero Accident.

I am deeply convinced that a good mastering on HSE subject can only contribute to a global and sustainable performance of our Company for the benefit of our customers.

I trust on your commitment and visible leadership on that subject and remain fully available for any further question you may have.

Best Regards

Jean Marc BIANCHI