

	TSG GROUP	Reference	TSG-POL-HSEQ-001
		Date	01 June 2023
Group Policies & Procedures	HSE POLICY	Issued by Approved by	Group HSEQ Director Group CEO

TSG raises Health, Safety and Environment as a value and a top priority for the Group
Our ultimate Health & Safety objective is zero accident

TSG Group HSE Policy is built on the 3 pillars of our TSG CSR strategy placing people at the heart of our sustainability management:

We lead by example	We invest in our People	We care for our People
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We lead by example

We ensure our activities are compliant with applicable regulations and customers' requirements are implemented.

We believe that leading by example is a driver for individual and collective performance. For this reason, we all demonstrate a full commitment to Health, Safety and the Environment within our activities and with our subcontractors, starting with leadership teams regularly engaging with front line workers on site regarding HSE topics.

We seek to play a role in the global sustainability effort by minimizing our impacts on the environment through reduction of our carbon footprint, optimization of waste circularity, and reduction of energy consumption.

We invest in our people

We organize an HSE induction plan for new employees and HSE trainings are regularly organized to acquire and maintain the expected HSE skills during their career.

We develop a culture of trust where all employees are aware of their HSE roles & responsibilities and promote a culture of transparency where we are all encouraged to speak out and report incident for the benefit of the whole organization.

We support the right and duty of all employees to question and temporarily pause an activity if it is believed to be presenting an unidentified or uncontrolled risk, with confidence that there will be no sanction for doing so.

We care for our people

We understand that our first employer's responsibility is to provide safe working conditions to our employees. Therefore:

- We all permanently wear our PPE on site. Generic and additional PPE for specific tasks are identified based on risks.
- We ensure all our activities are risk-assessed and potential impacts to our personnel and to the environment are minimized, understood by all, and that sufficient means are allocated to implement the required mitigation measures.
- We select our business partners and subcontractors based on their own HSE management system and their ability to comply with our HSE Policy, our requirements, and those of our customers.
- We develop ambitious and measurable leading and lagging HSE objectives and key performance indicators. At least an annual review is performed in all countries to analyse the HSE performance and identify opportunities for continuous improvement.
- We develop a culture of permanent vigilance for ourselves and our colleagues and appreciate the observations given to us with the positive intention to improve ourselves and our work conditions.
- We ensure all incidents are analysed and lessons learned are shared throughout our organisation.

This HSE Policy is duly deployed in all our entities with the ambition to work together toward our zero-accident objective.

Le Plessis-Robinson, the 1st of June 2023

Jean-Marc BIANCHI
TSG Group Chairman and CEO



Rémy LHUILLERY
TSG Group HSEQ Director

