

Group Safety Policy 2026

Scope:

Tresse Métallique J. Forissier S.A.S. (France)
Italtrecce S.r.l. (Italy)
International Wire Polska Sp. z o.o. (Poland)
Special Corde S.r.l. (Italy)
EMS Elektro Metall Schwanenmühle (Germany)
EMS Elektro Metall Spezialprodukte (Poland)

Level:

Group safety Policy

Application:

All relevant employees, sites, activities and partners
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1. Our Ambition

Safety is a collective responsibility and a fundamental value of our Group. Our ambition is to create, in all the countries where we operate, an environment in which everyone can work, travel, carry out their duties and make decisions safely, while protecting our employees, customers and partners.

We aim to build a common safety culture across Europe, while respecting the specific circumstances and legal requirements of each country. No performance, schedule, cost or production requirement justifies compromising safety. Our objective is to make safety an integral part of all our decisions and activities.

2. Our European Reference Framework

A consistent level of Group requirements across Europe, with systematic application of the most protective national regulations where they impose additional requirements.

The Group framework is based in particular on the European principles for the prevention of occupational risks set out in Framework Directive 89/391/EEC: prevention, risk assessment, elimination or reduction of risks at source, training, information, consultation and worker participation. The Group maintains regulatory monitoring to identify applicable developments and adapt its standards accordingly.

3. Key Challenges Addressed by Our Safety Policy

3.1 Protecting People

Preventing accidents, occupational diseases, harm to health and hazardous situations.

3.2 Protecting Our Reputation and Responsibility

A strong safety culture contributes to our compliance, our reputation and the trust of our employees, customers, partners and stakeholders.

3.3 Building a Resilient Organization

We must be able not only to prevent incidents, but also to prepare for them, mitigate their consequences and resume our activities promptly.

4. Our Fundamental Principles

4.1. Safety Is a value, not a constraint

Safety is integrated into our commercial, operational, technical, financial and people-related decisions. It is not considered a support function separate from the business.

4.2. Prevention before reaction

This approach is directly aligned with European prevention principles. We systematically prioritize:

- Elimination of the risk
- Reduction of the risk at source
- Collective protective measures
- Personal protective equipment where necessary
- Appropriate training and instructions

4.3. The Right and duty to stop

Every employee has the right and duty to report a hazardous situation.

When a situation presents a serious or imminent risk, anyone may stop the activity in accordance with applicable regulations and local procedures.

No sanction shall result from reporting a risk in good faith or from the preventive stoppage of a hazardous activity.

4.4. Employee Participation

Safety cannot be built through procedures alone. Worker participation and consultation are also principles of the European occupational health and safety framework. We encourage:

- Dialogue
- Reporting of hazardous situations
- Lessons learned
- Participation of employee representatives
- Improvement suggestions
- Sharing of best practices across countries

4.5. One Common Rule, Locally Adapted

The Group defines the common standards. Each country and site implements them in accordance with its regulatory and operational environment. The Group never asks an entity to reduce its level of protection in order to achieve harmonization.

5. The Pillars of Our Safety System

5.1. Risk Identification and Control

All activities must be subject to appropriate risk identification and assessment.

The assessment must be reviewed periodically and whenever significant changes occur. The European framework notably requires the identification, assessment and management of risks, with particular attention to especially vulnerable workers.

5.2. Training and Competence

Everyone must have the skills and competencies necessary to perform their activities safely.

5.3. Incident Management

Any incident, accident, near miss or hazardous situation must be reportable.

Our objective is not solely to identify individual responsibility.

Lessons learned are shared across the four countries where relevant.

5.4. Emergency Preparedness

Each site has plans appropriate to its risks.

5.5. Contractor and Supplier Safety

Our safety requirements also apply to external companies working for the Group.

The selection and monitoring of contractors must take into account their ability to control the risks associated with their activities.

5.6. Continuous Improvement

We measure our performance, analyse incidents, conduct audits and share best practices.

Every incident must become an opportunity to learn.

6. Our Group Objectives

6.1. Zero Serious or Fatal Accidents

Our absolute priority is to prevent any accident that could result in fatality or serious harm to health.

6.2. Sustainably Reduce Accidents

We monitor, in particular:

- Accident frequency
- Accident severity
- Lost-time accidents
- Near misses
- Reported hazardous situations
- Corrective actions completed

6.3. Strengthen Prevention

We aim to progressively shift our culture:
from reaction → to anticipation.

6.4. 100% of Sites Covered by a Risk Assessment

Every activity and site must have an up-to-date risk assessment in accordance with local legal requirements and Group standards.

6.5. 100% of Employees Made Aware

Every employee receives the information and training necessary for their role.

6.6. Learn from Every Significant Event

Major incidents and high-potential events are subject to structured analysis and Group-wide sharing where relevant.

7. Our Safety Culture

Our culture is based on five behaviors:

- I SEE:** I remain alert to the risks around me.
- I REPORT:** I report hazardous situations, even when they have not yet resulted in an accident.
- I ACT:** I take the necessary measures to eliminate or reduce the risk within the scope of my responsibilities.
- I COMPLY:** I comply with safety rules and ensure that they are followed.
- I LEARN:** I learn from incidents, mistakes and best practices.

8. Group Commitment

By adopting this policy, the Group affirms that:

- Safety is a collective responsibility.
- Prevention takes precedence over reaction.
- Protecting people takes precedence over pursuing short-term performance.
- Every employee must be able to speak up about a risk without fear.
- We apply a common European standard while respecting and, where necessary, exceeding national requirements.
- We learn from our incidents and our successes.
- We make safety an essential component of our culture, our leadership and our sustainable performance.
- Our objective is not simply to comply with the rules.
- Our objective is to make safety a way of working.

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