



Health, Safety and Environmental Policy

Improved HSE performance is essential to achieving the goals stated in the Avril 2030 Ambition Plan and to control financial risks. It should enable us to meet the following priorities:

1. Ensuring the health and safety of every individual, whether an Avril employee, temporary worker or sub-contractor.
2. Operating production facilities smoothly and promote operational excellence.
3. Responding to the demands of our customers and other relevant stakeholders.
4. Assist in the control of all our operational risks.

The leaders of the Business Lines, Business Units and Sites are committed to:

1. Complying with regulatory and other requirements that apply to our business activities at all sites.
2. Complying with AVRIL's mandatory requirements on health and safety at work.
3. Ensuring the prevention of operational health, safety and environmental risks.
4. Promoting the continuous improvement of our performance in all areas.



Health & Safety

Developing strong leadership and visible ownership is Oleon's way of achieving our Health and Safety goals. "See Something, Say Something, Do Something" is the crucial behavior we expect from all Oleon employees to reach our ambitions in 2030.

Our ambitions for 2030:

- Zero serious and potentially serious incidents.
- Divide the number of injuries by 2 compared to 2023.



Environment

Maintaining ISO 14001 is a way of achieving our priorities and upholding our commitments to reduce our environmental impact by emissions (air, waste water, noise, odour) and to continuously improve our environmental performance.

Our ambitions for 2030:

- Strive for reduction of waste streams and achieve a minimum waste valorization rate of 95%.
- Reduce water consumption by 20% between 2022 and 2030.

24th of September 2024

Moussa Naciri,
CEO Oleon